

STATE OF UTAH

WORKFORCE PROFILE Fiscal Year 2011



Produced by the
Department of Human Resource Management



State of Utah

Executive Summary

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired – The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

Educational Attainment of Workforce – As self-reported on the 2010 Employee Survey

EEO Job Categories – The number of employees falling within each of the job categories defined by the EEO

External Turnover – Employees that have left state employment.

Quartile Distribution – This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility – A prediction of the number of employees who will become eligible to retire in the next 5 years. The number who will actually retire is a prediction based on previous year's analysis.

Total Compensation Comparison – A comparison of total compensation (salary plus benefits) for state employees and total compensation in the Utah market.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

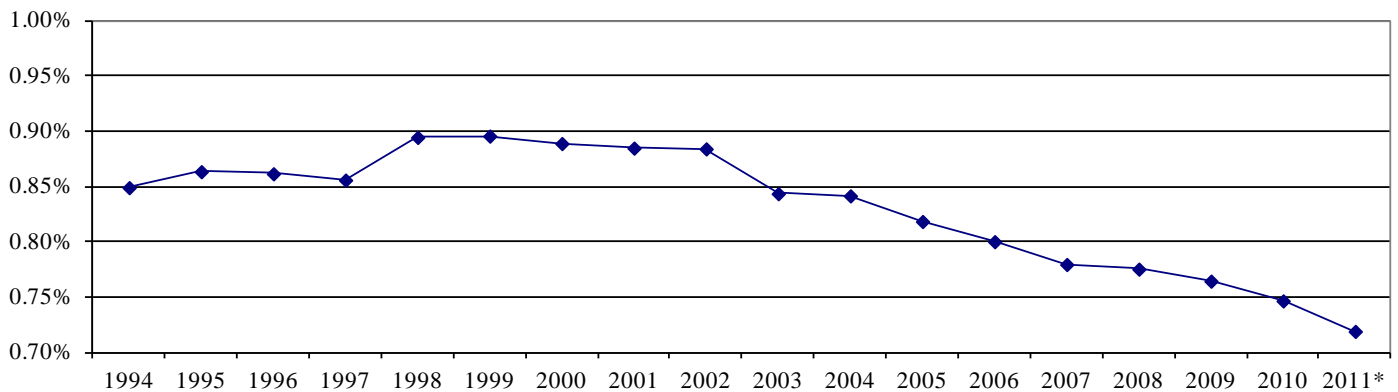
The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Basic Workforce Demographics

This report reflects the core workforce as of the first week of August 2011.

- Total employees, core and non-core: 24,010
- Total core employees: 16,347
68% of the workforce
- Total career service employees: 15,153
93% of the core workforce
63% of the total workforce
- Total schedule AD, AR, AT and AW: 1194
7% of the core workforce
5% of the total workforce
- Gender composition of total workforce: Males = 52.1%
Females = 47.9%
- Gender composition of core workforce: Males = 51.8%
Females = 48.2%

Ratio of State Employees to State Population



- For FY2011, the ratio of state employees to state population is 0.72%, or there are 7.2 state employees for every 1,000 Utah residents. Stated differently, there is 1 state employee for every 139 residents.

**As of this printing (Dec. 2011), the numbers for Utah's population for the years 2001-2009 are expected to be revised by the Utah Population Estimates Committee at their next meeting. After that meeting, look for this chart to be updated at www.dhrm.utah.gov. You may also request electronic copies or further information by sending an email to HR-REPORTS@utah.gov.*

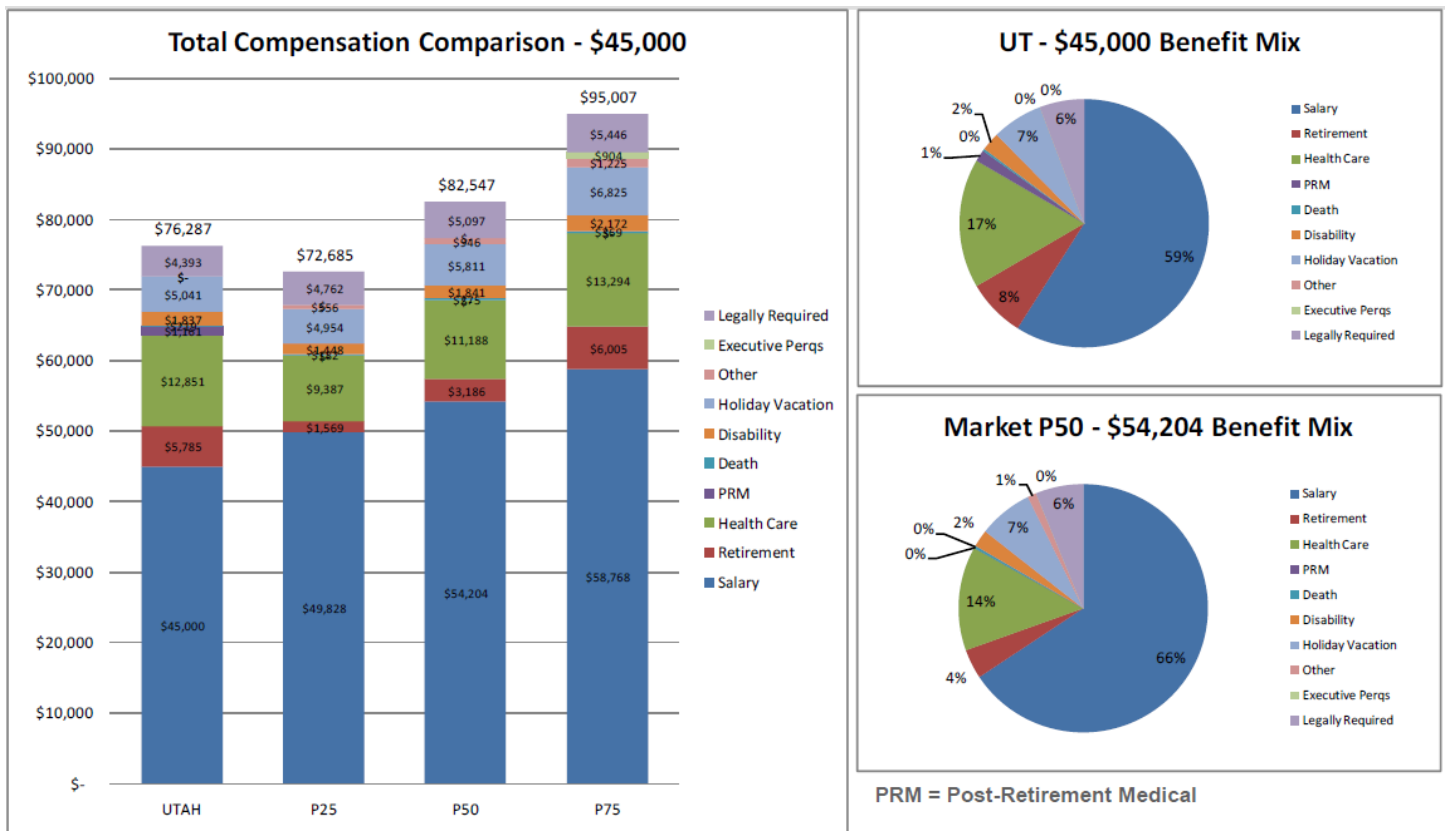
Part I

Critical Issues

Each year, Part I of the profile highlights areas that DHRM feels are “hotspots.” This year, Total Compensation and the Quartile Distribution make the list.

Total Compensation

A state employee’s total compensation (salary plus the value of all benefits) is compared with the total compensation offered in the surrounding market (including both public and private sectors*). This is shown in terms of a typical \$45,000 salary and the value of all benefits. The left column represents the compensation of a state employee whose salary is \$45,000 and the three columns to the right represent the compensation of a person employed in a similar job *outside of state government* in the 25th, 50th, and 75th percentile, respectively. The 50th percentile represents the market median. The pie charts to the right show the distribution of salary and benefits in the total compensation mix. The top chart shows the distribution of a state employee’s compensation, while the bottom chart shows the distribution of an employee at the 50th percentile or market median.



*In 2011, DHRM commissioned an outside study of total compensation. The full report from this study, including the composition of the “market” can be found at www.dhrm.utah.gov.

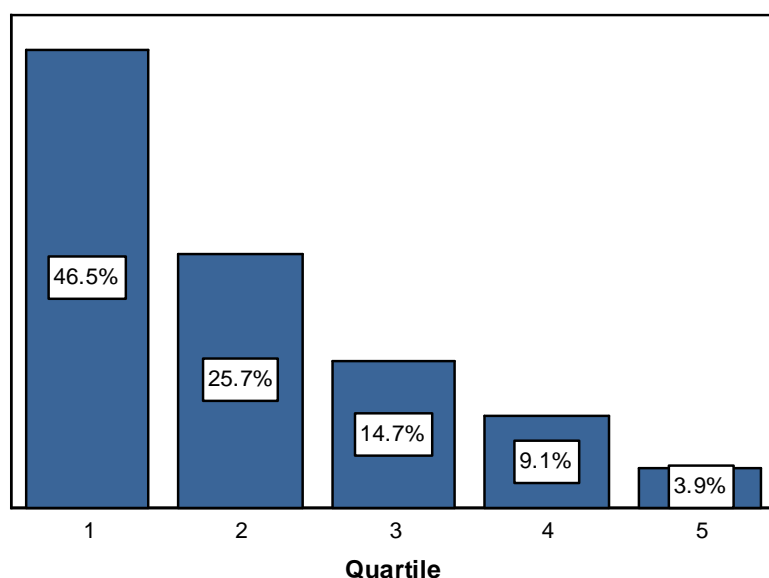
Quartile Distribution

Second, the Quartile Distribution shows the percentage of state employees whose hourly rate falls within a given quartile of the total pay range. For instance, if the opening wage for a position is \$10.00 and the maximum wage is \$20.00, the first quartile column below would show the percentage of employees making between \$10.00 and \$12.50 per hour and the fourth column would show those making between \$17.50 and \$20.00. The fifth column represents those in longevity, which occurs when an employee reaches the top of their pay range, and a broad salary action (such as an agency-wide 1% pay increase) moves them beyond the top of their range.

Ideal workforce planning would have competent employees in the first quartile gradually moving through the pay range to replace those in the top quartiles who retire or terminate. The state's current distribution is skewed to the left. This can be attributed in part to the relatively small number of pay increases in recent years combined with the fact that Cost-of-Living-Adjustments (COLAs), given most recently in 2007 and 2008, do not advance employees through their range, but simply move the salary range.

Quartile Distribution

Statewide

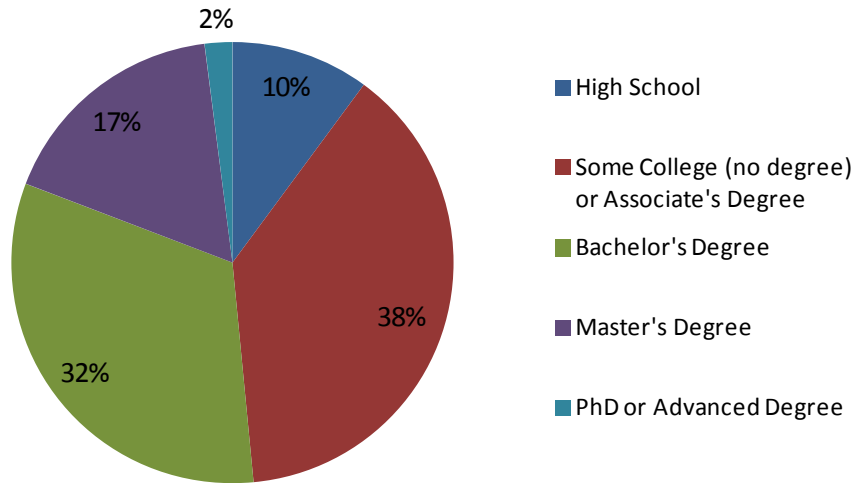


- Nine agencies have 80% or more of employees in the first two quartiles: Tax Commission, Human Resource Management, Utah National Guard, Human Services, Environmental Quality, Workforce Services, Alcoholic Beverage Control, Financial Institutions, and Insurance.

Part II

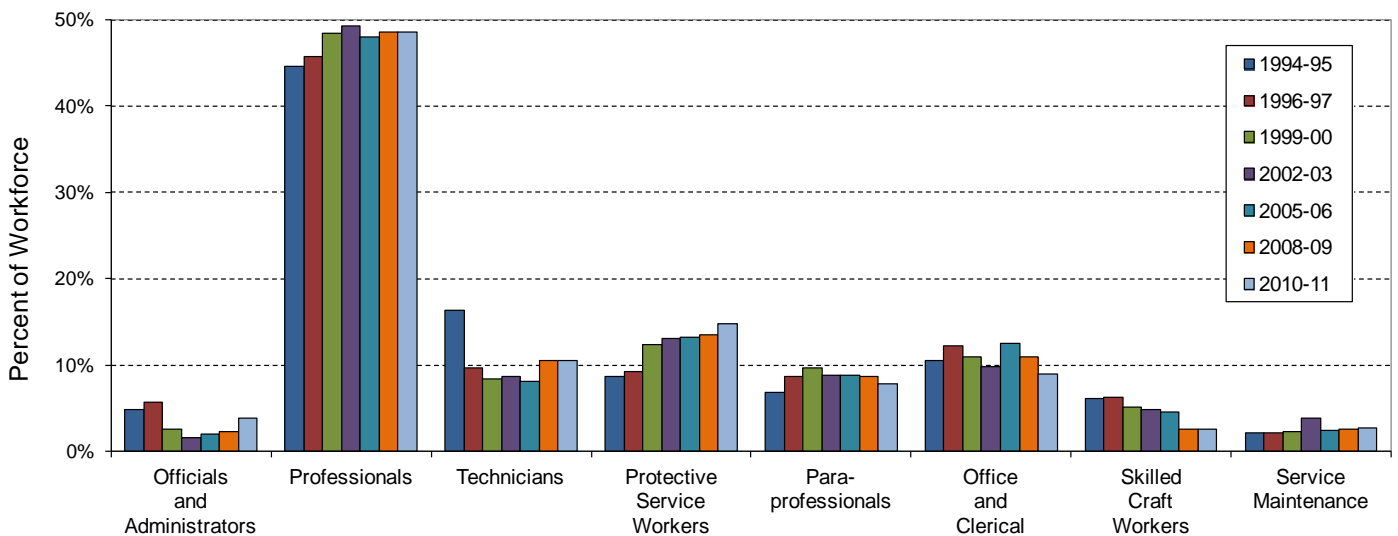
Demographic Profile

Educational Attainment of Core Workforce
(Educational attainment was self-reported on the statewide 2010 Employee Survey)



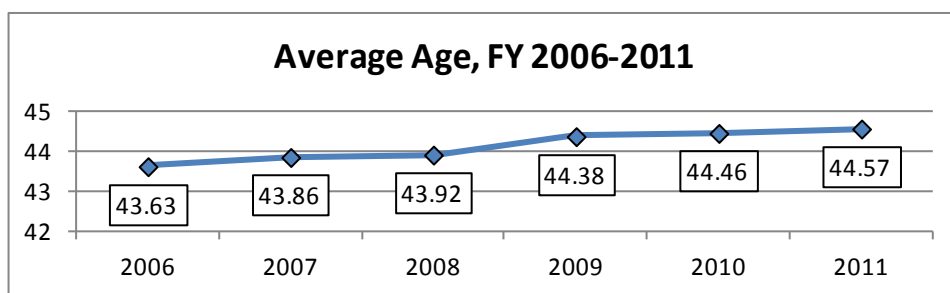
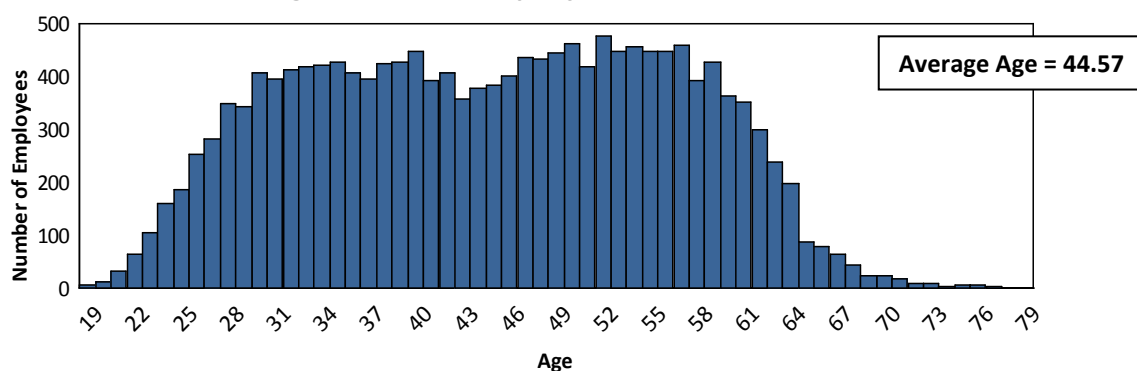
- Fifty-two percent of employees have a Bachelor's degree or higher, compared with 29% of the Utah population age 25 years or over. (Utah population source: U.S. Census)

Full Time Career Service Employees by EEO Category



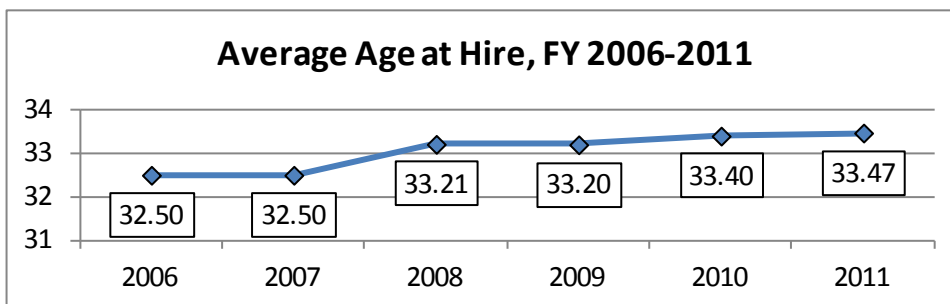
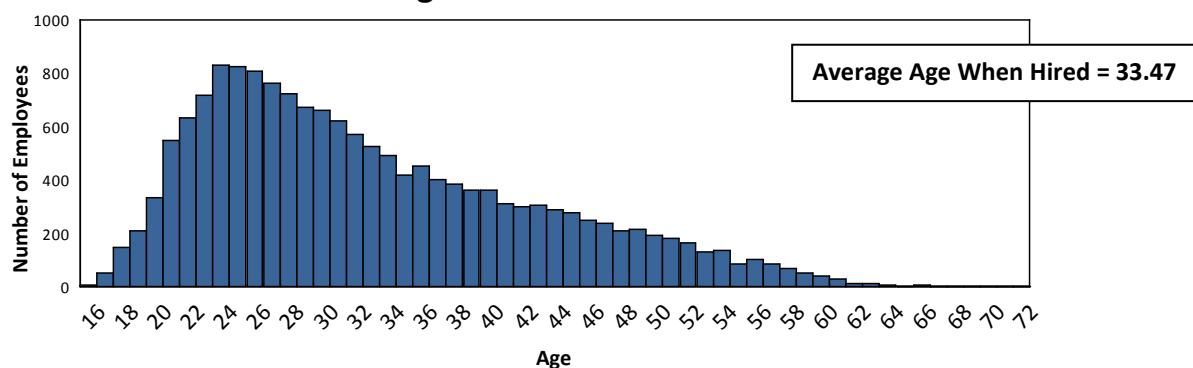
- 52% of employees are in the Officials and Administrators or Professionals categories.
- Since 1994-95, the percentage of Technicians and Skilled Craft Workers has dropped by around half, while the percentage of Protective Service Workers has climbed from 9% to 15%.

Age of State Employees, FY 2011

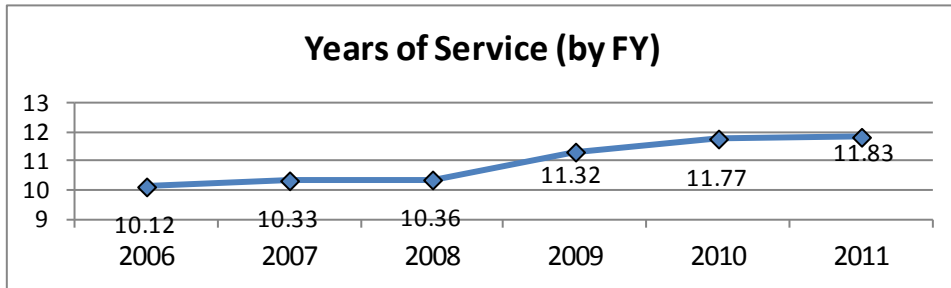
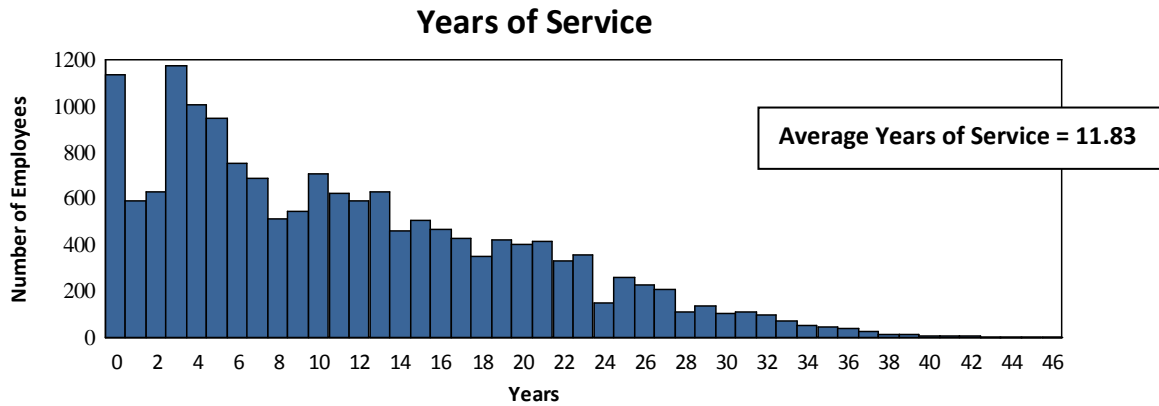


- In four agencies the average age is 50 or more: Community and Culture (50), Financial Institutions (50), Agriculture (51) and State Treasurer (52).
- The youngest agencies are National Guard (35), State Auditor (39), Public Safety (41), Corrections (43), and Human Services (43).
- Twenty-two percent of core employees are over age 55. This is up 1% from last year and 4% from FY2009.

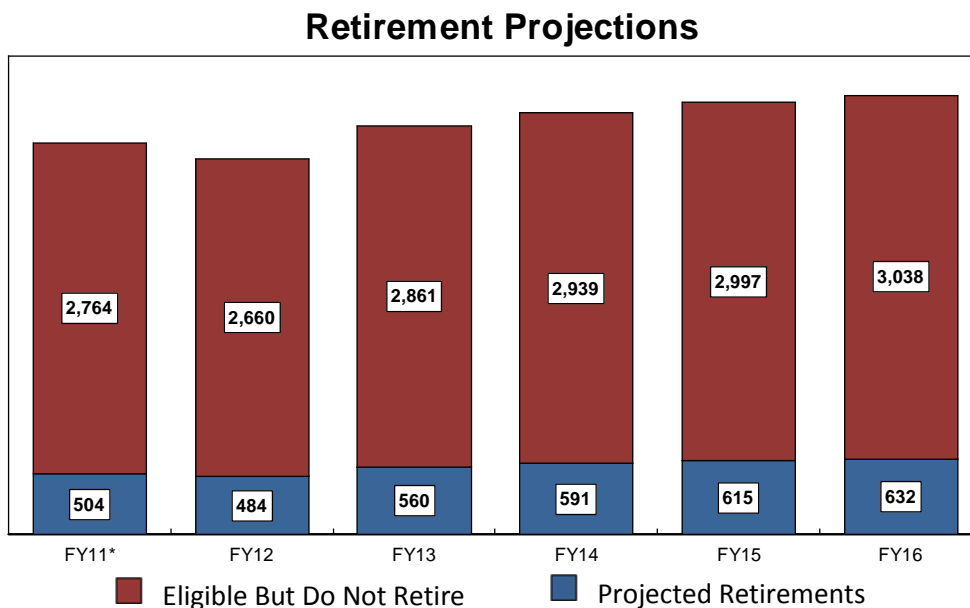
Age When Hired



- Only the State Auditor and National Guard have average ages at hire of less than 30.



- The average tenure of a state employee is 11.83 years. This is slightly higher than the average of 11.77 in FY2010 and of 11.32 in FY09.
- In FY2010, five agencies had an average tenure of less than 10 years: Utah National Guard (9.39), Labor Commission (9.91), Commerce (9.86), Board of Education (9.96) and Insurance (9.20). In FY2011, no agencies have average tenure of less than 10 years. Meanwhile, three agencies have an average tenure of greater than 15 years: Technology Services (15.52), Human Resource Management (16.85) and Environmental Quality (15.48).

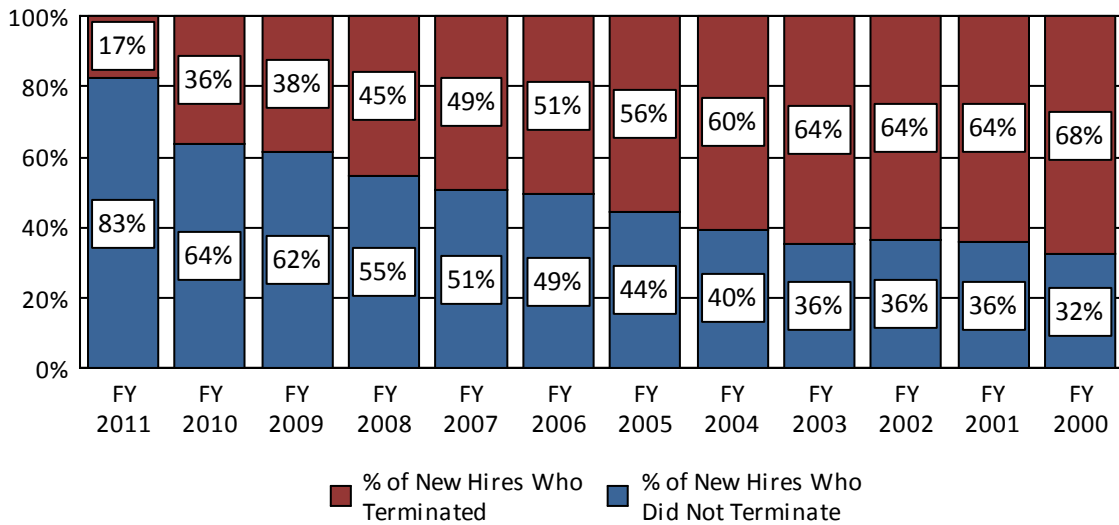


* Represents the actual number of retirements for this year, not projections.

- The retirements are based on the total number of people who will be eligible in a given year minus the total number of people estimated to retire the previous year.

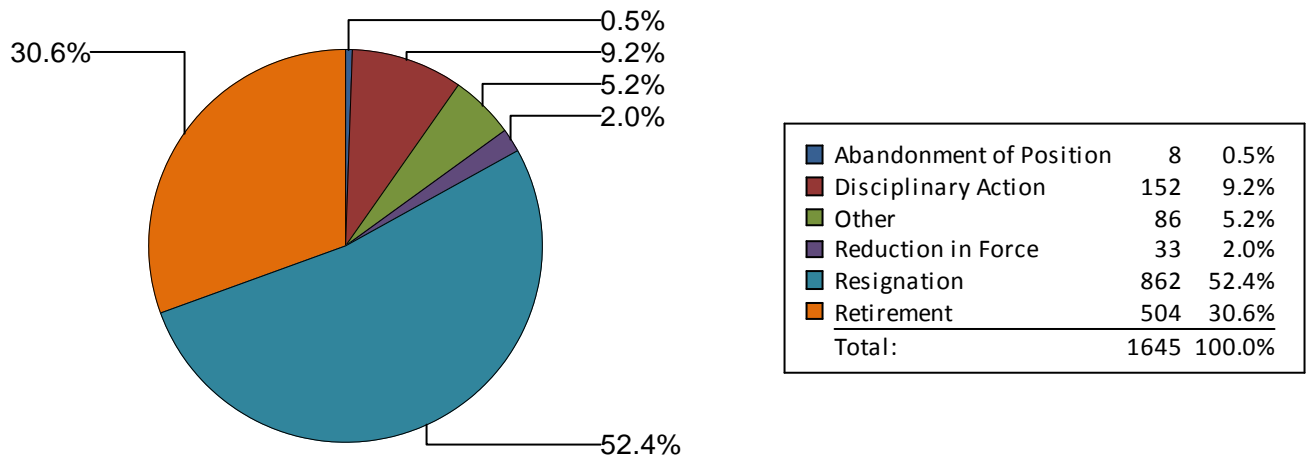
New Hire Turnover

Based on Year Hired

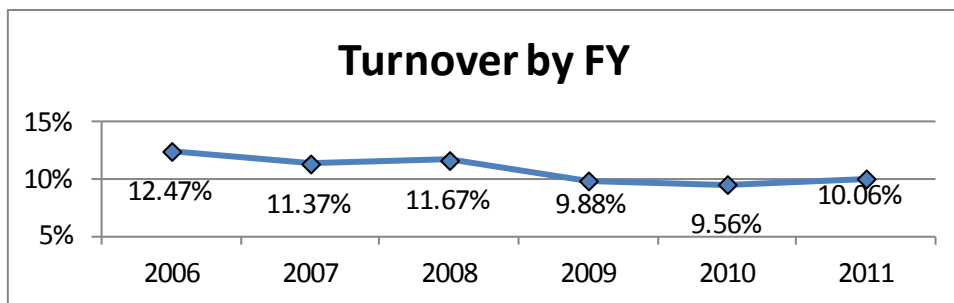


- More than one-third of new hires terminate within the first two years. About two-thirds terminate within nine years. After nine years, the rate of separation is more gradual.

Causes of Turnover



Turnover by FY



- Among agencies with one hundred or more employees; those with the highest external turnover rate are Labor Commission (11.4%) Human Services (14.7%), and Alcoholic Beverage Control (18.5%).

WORKFORCE PROFILE REPORT

State Treasurer

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



State Treasurer
Workforce Profile Report
FY 2011

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This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

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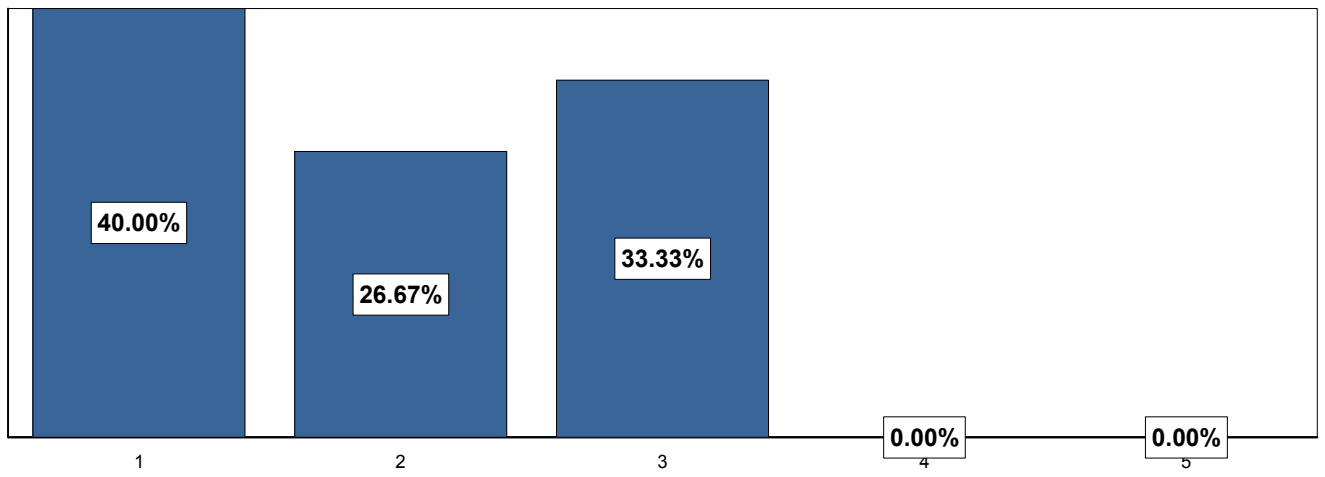
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Total employees, core and non-core:	25	
Total core employees:	15	
	60%	of the workforce
Total career service employees:	15	
	100%	of the core workforce
	60%	of the total workforce
Total schedule AD, AR, AW and AT:	0	
	0%	of the core workforce
	0%	of the total workforce
Gender composition of total workforce:	68.0%	Females
	32.0%	Males
Gender composition of core workforce:	80.0%	Females
	20.0%	Males

Quartile Distribution

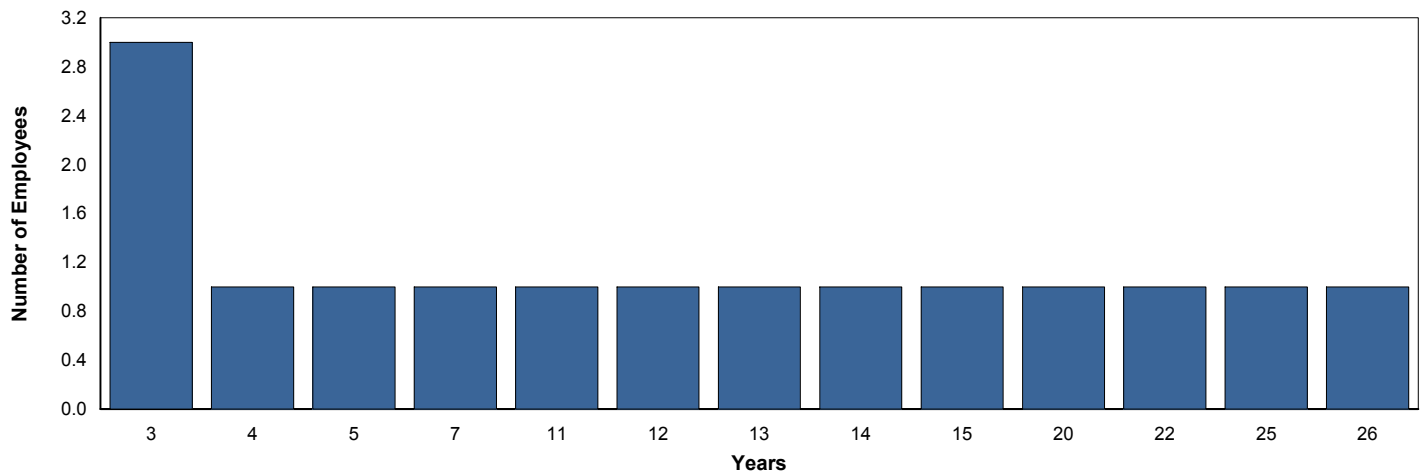
For 050



Years of Service

Avg Years = 12.82

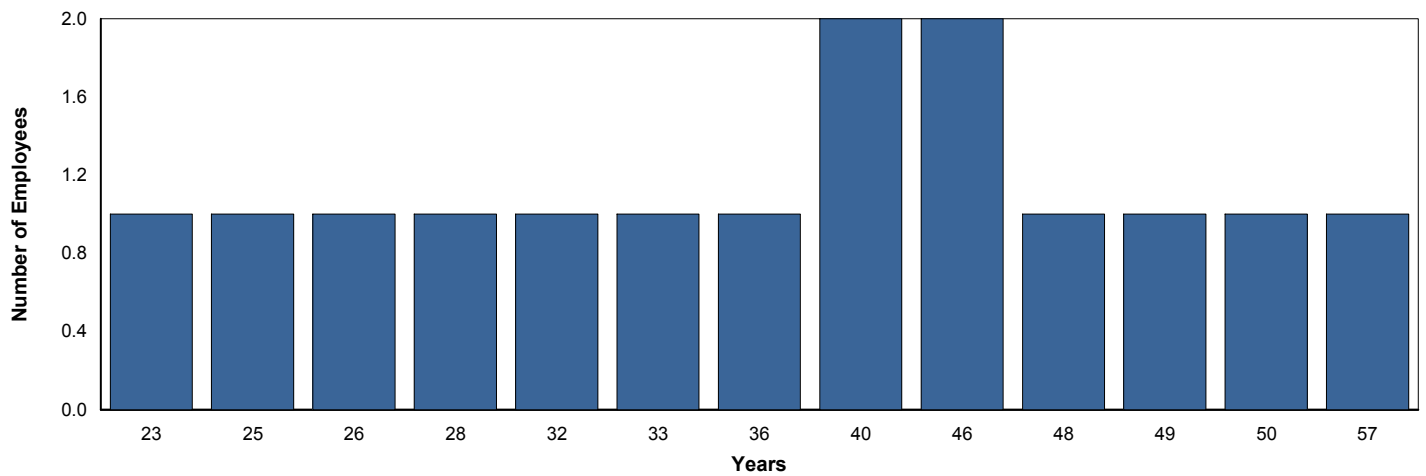
For 050



Age When Hired

Avg Age = 40.04

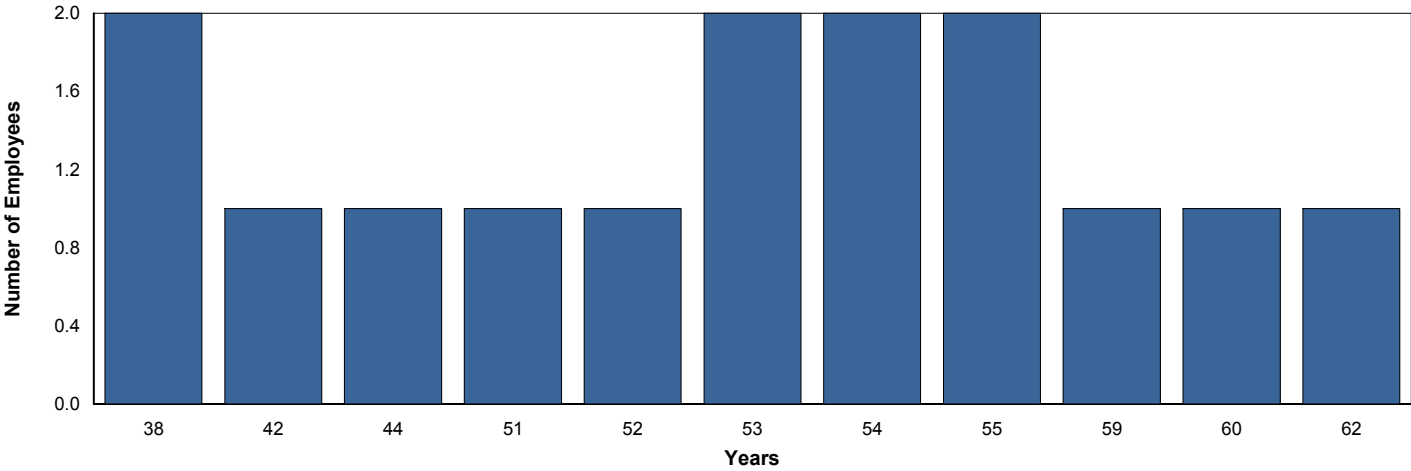
For 050



Average Age

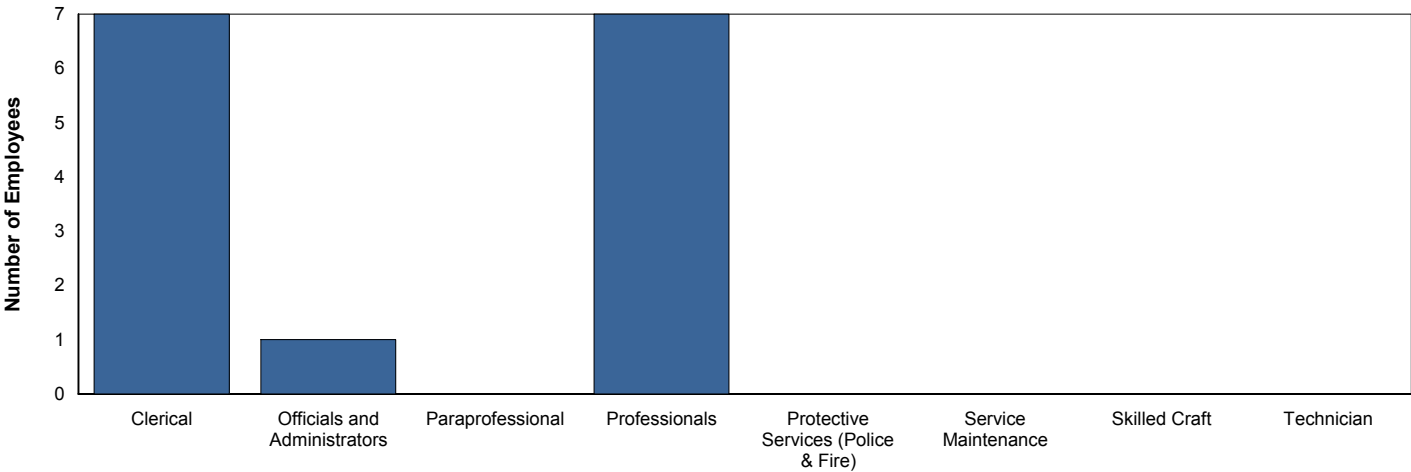
Avg Age= 51.33

For 050



EEO Job Categories

For 050

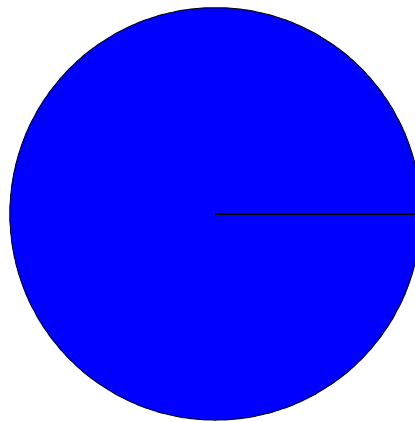


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

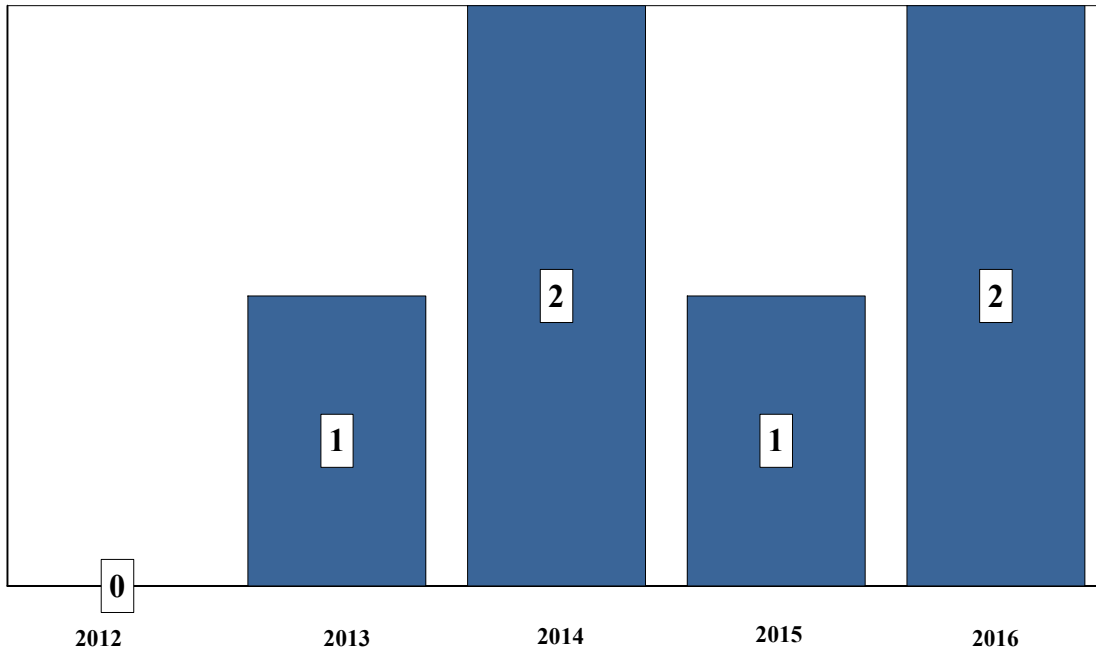


■ Retirement	2	100.0%
Total:		2 100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

State Treasurer



- Currently there are a total of 1 employees eligible to retire, which is 6.67% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Governor's Office

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Governor's Office
Workforce Profile Report
FY 2011

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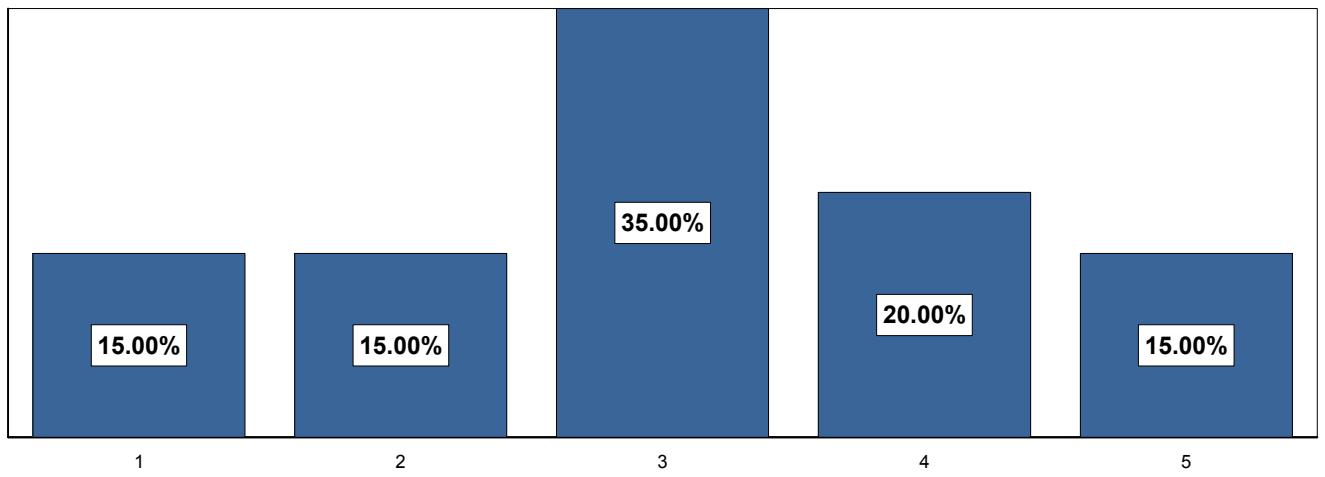
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Total core employees:	20	
	8%	of the workforce
Total career service employees:	20	
	100%	of the core workforce
	8%	of the total workforce
Total schedule AD, AR, AW and AT:	0	
	0%	of the core workforce
	0%	of the total workforce
Gender composition of total workforce:	50.4%	Females
	49.6%	Males
Gender composition of core workforce:	90.0%	Females
	10.0%	Males

Quartile Distribution

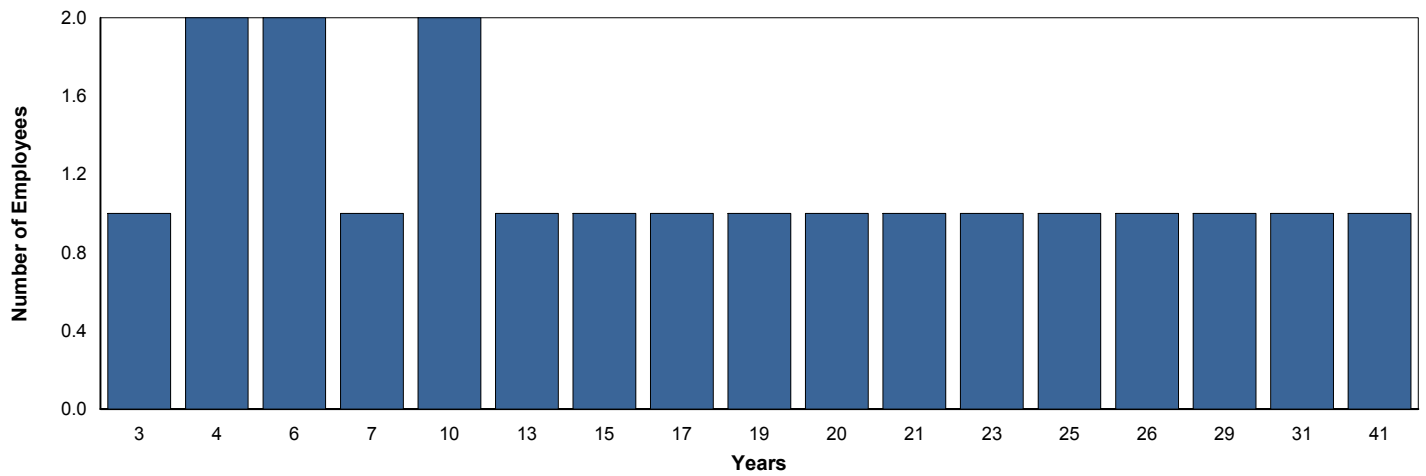
For 060



Years of Service

Avg Years = 17.06

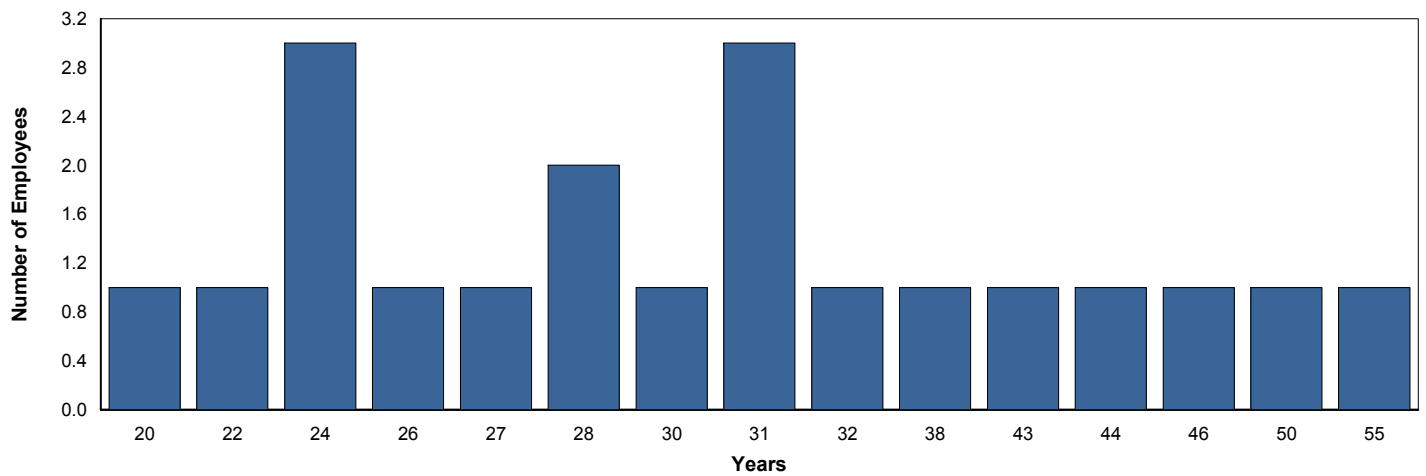
For 060



Age When Hired

Avg Age= 34.14

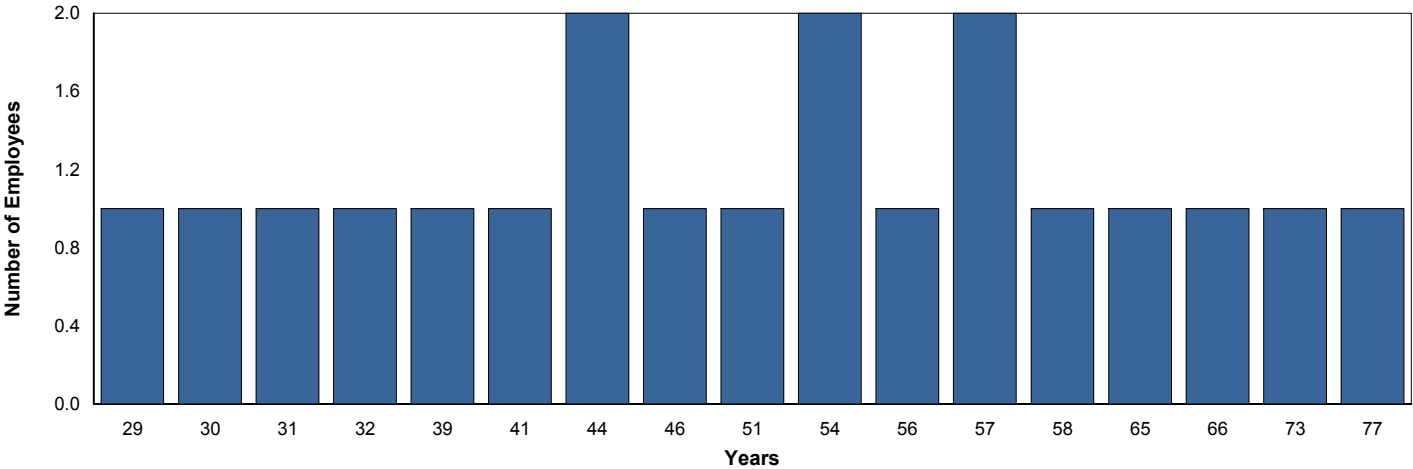
For 060



Average Age

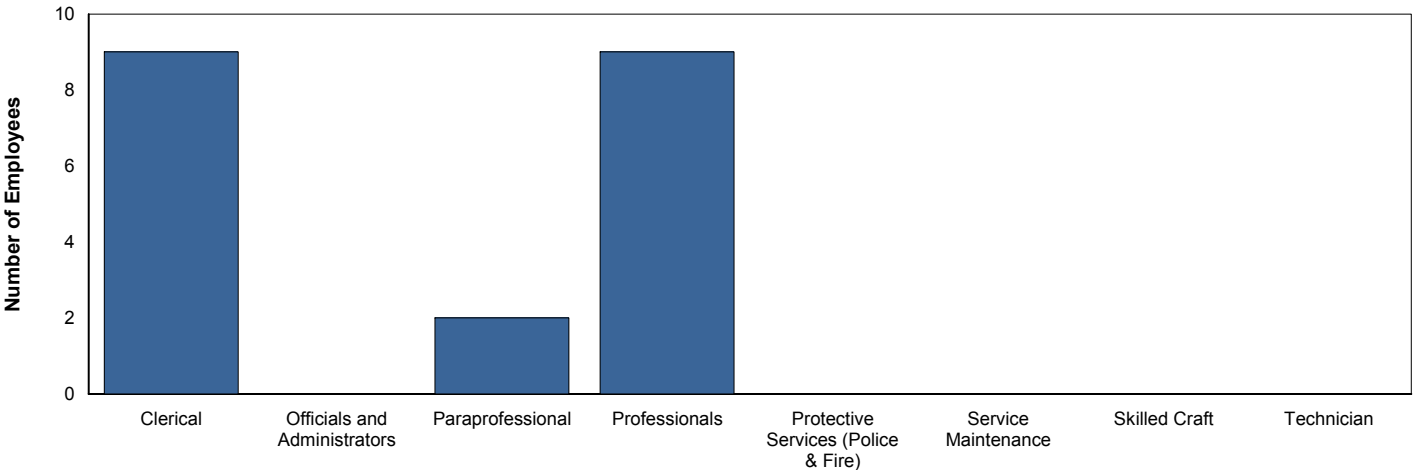
Avg Age= 50.20

For 060



EEO Job Categories

For 060

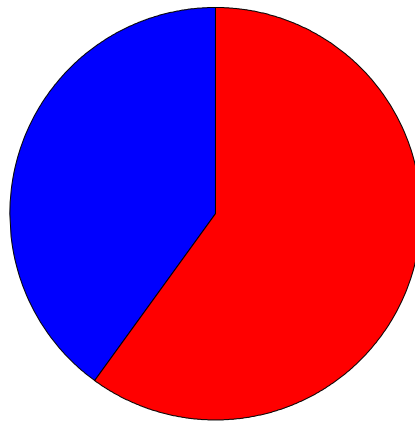


Internal Turnover

■	0	0.0%
Total:		0 100.0%

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External Turnover

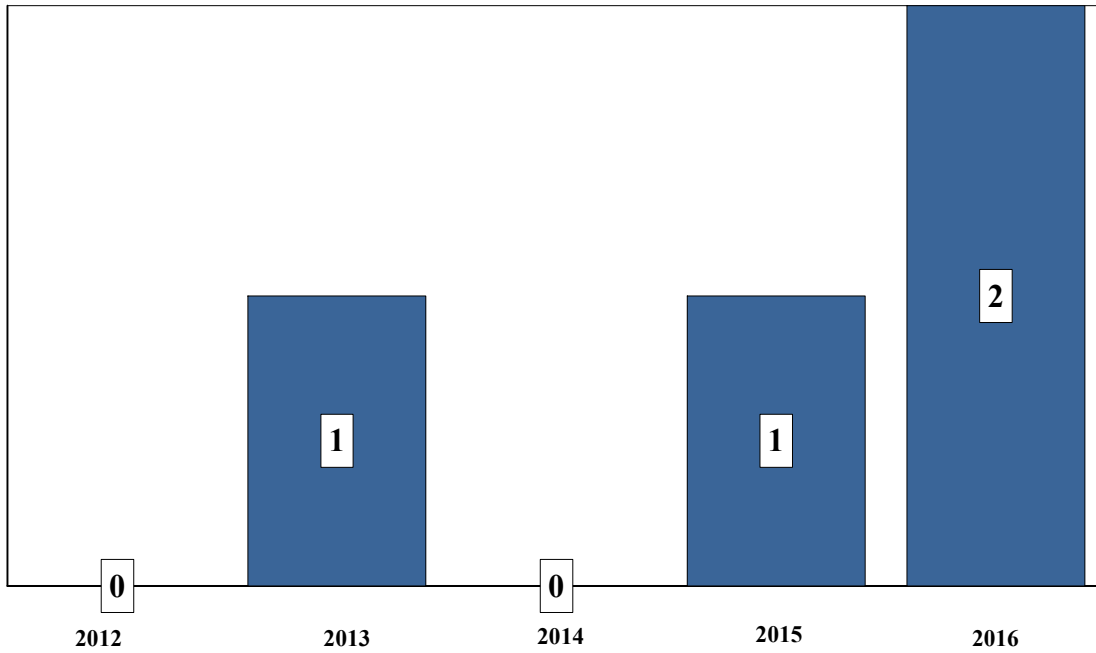


■	Resignation	3	60.0%
■	Retirement	2	40.0%
Total:		5	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Governor's Office



- Currently there are a total of 8 employees eligible to retire, which is 40.00% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Administrative Services

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Administrative Services

Workforce Profile Report

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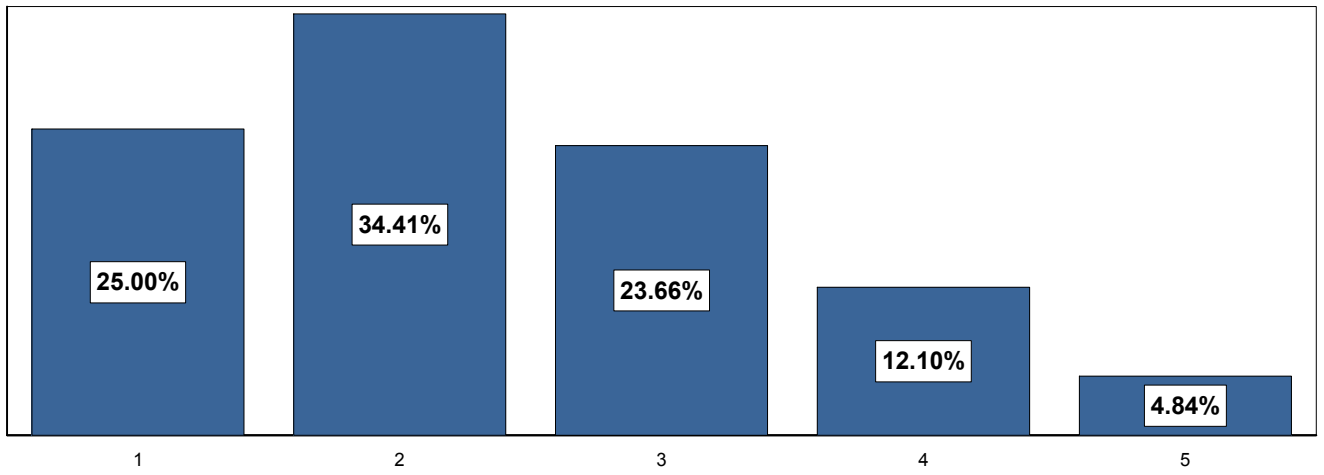
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Total employees, core and non-core:	439	
Total core employees:	372	
	85%	of the workforce
Total career service employees:	345	
	93%	of the core workforce
	79%	of the total workforce
Total schedule AD, AR, AW and AT:	27	
	7%	of the core workforce
	6%	of the total workforce
Gender composition of total workforce:	33.9%	Females
	66.1%	Males
Gender composition of core workforce:	35.2%	Females
	64.8%	Males

Quartile Distribution

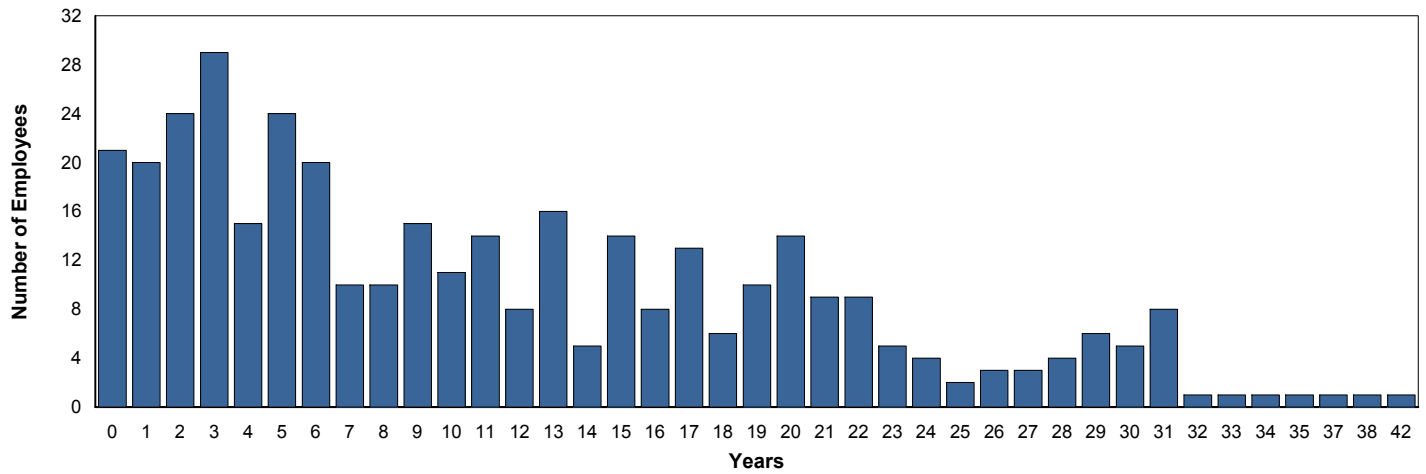
For 100



Years of Service

Avg Years = 11.96

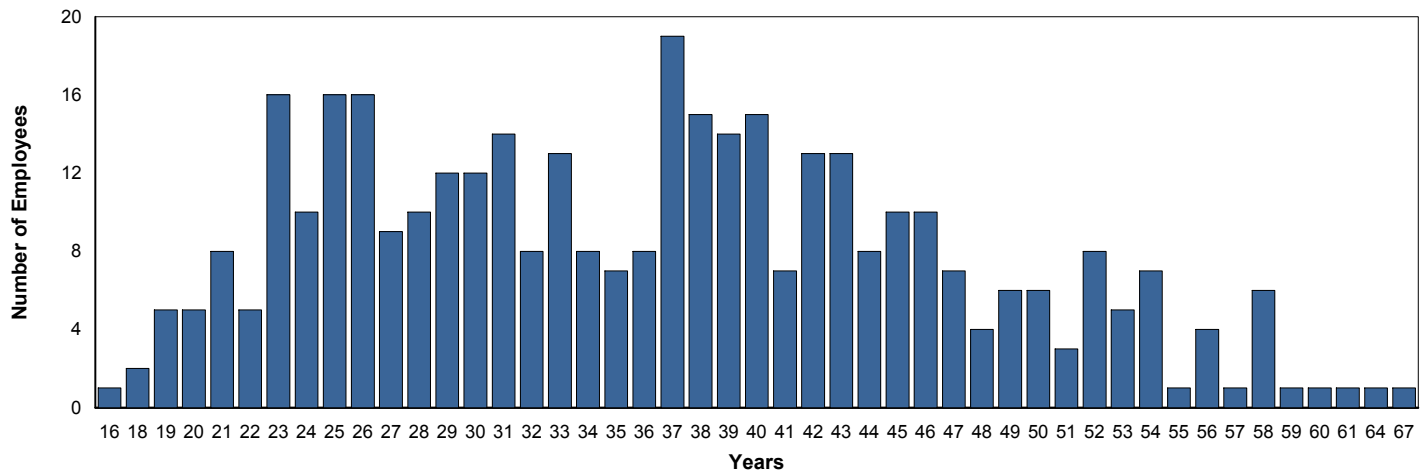
For 100



Age When Hired

Avg Age= 37.77

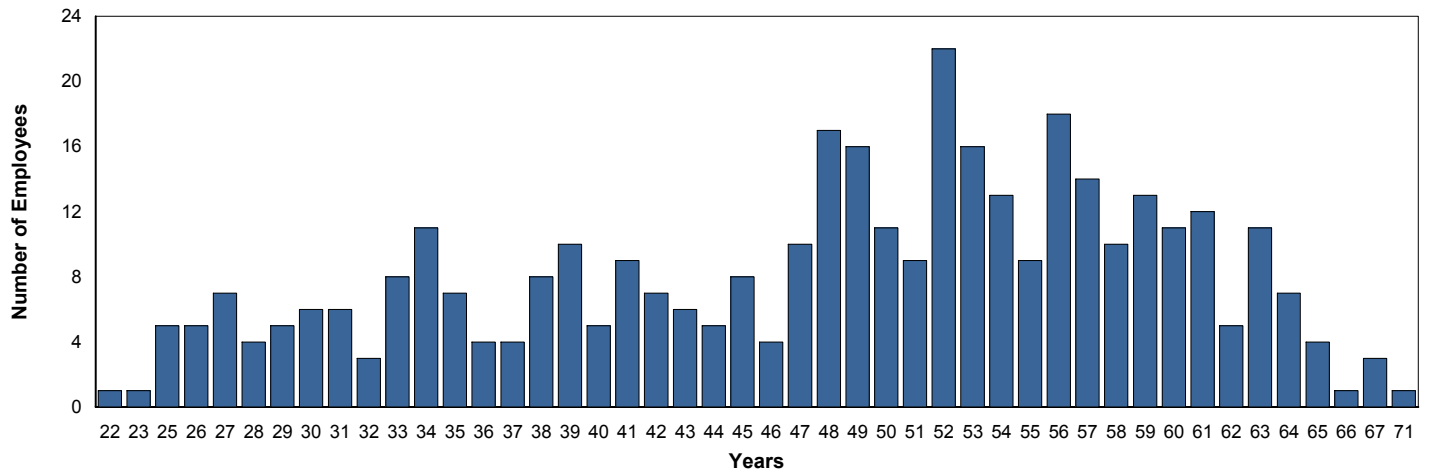
For 100



Average Age

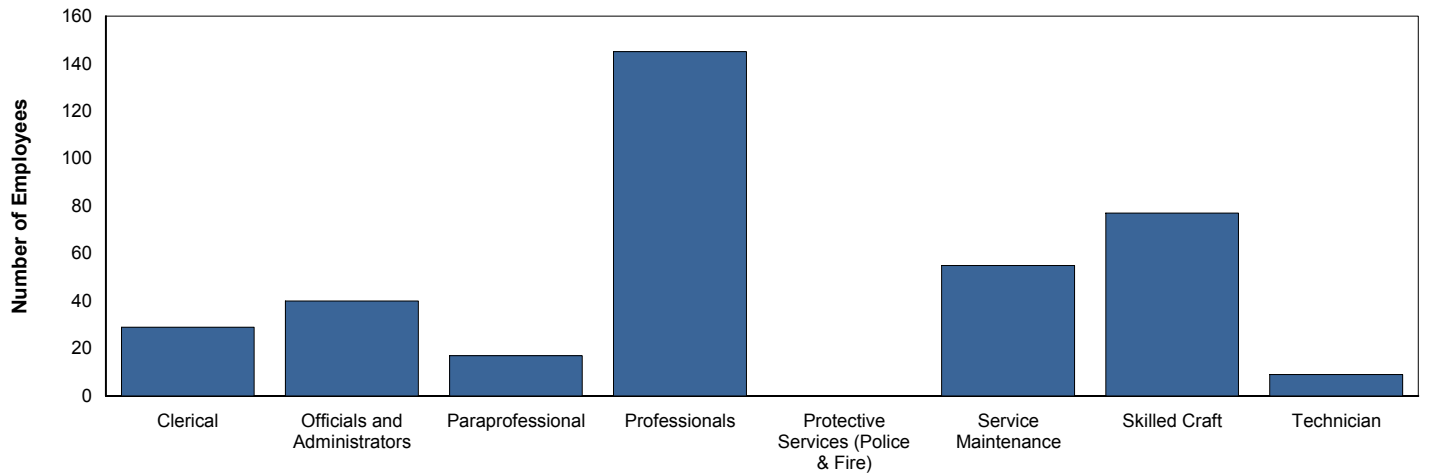
Avg Age= 47.91

For 100

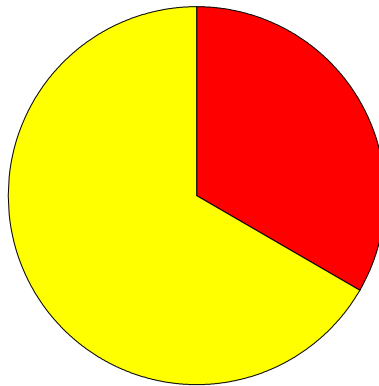


EEO Job Categories

For 100



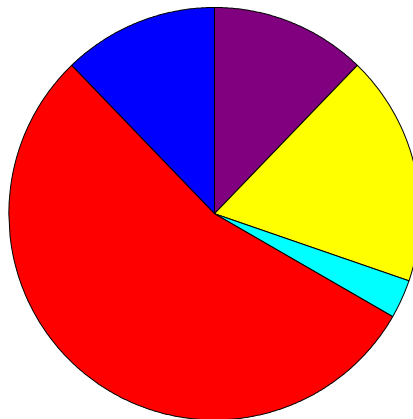
Internal Turnover



Promotion	1	33.3%
Transfer	2	66.7%
Total:	3	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

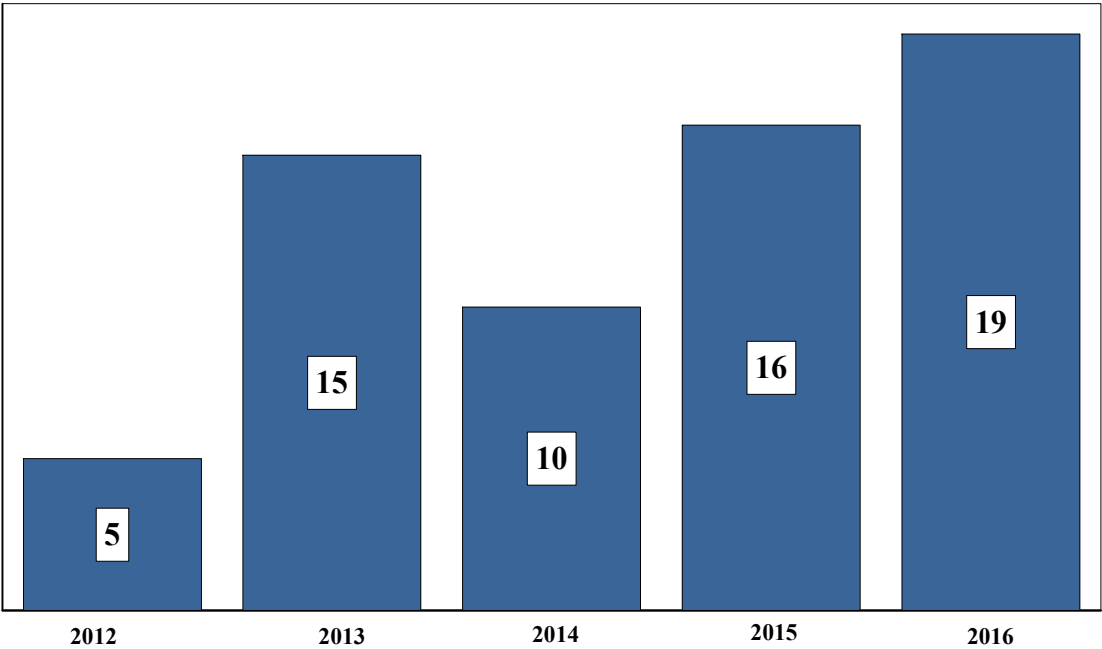


Disciplinary Action	4	12.1%
Other	6	18.2%
Reduction in Force	1	3.0%
Resignation	18	54.5%
Retirement	4	12.1%
Total:	33	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Administrative Services



- Currently there are a total of 65 employees eligible to retire, which is 17.47% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Technology Services

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Technology Services

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

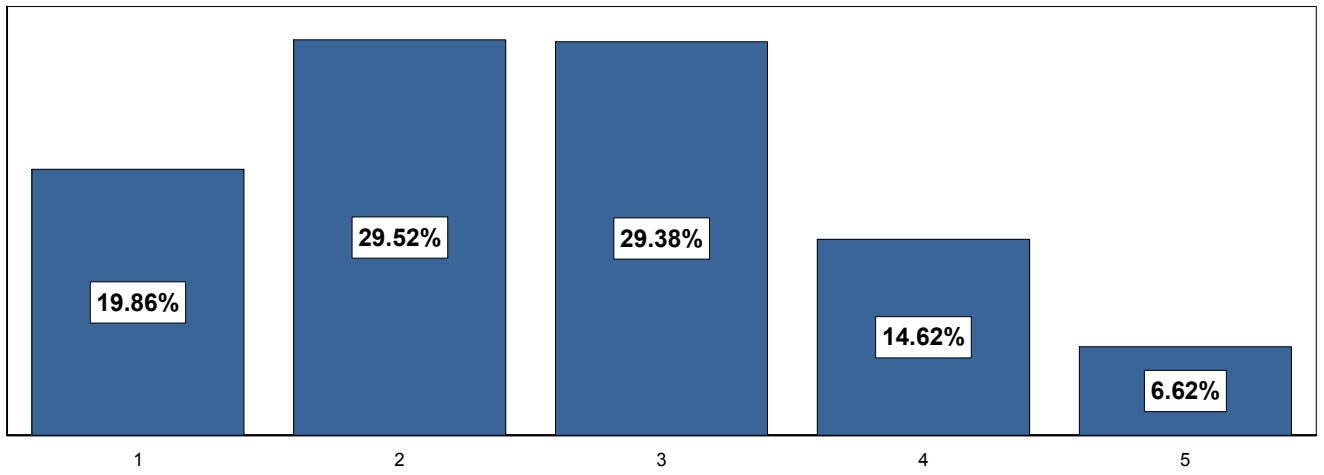
*It is critical to note that this report profiles the state’s “core” workforce rather than the “total” state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The “non-core” workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	753	
Total core employees:	725	
	96%	of the workforce
Total career service employees:	73	
	10%	of the core workforce
	10%	of the total workforce
Total schedule AD, AR, AW and AT:	652	
	90%	of the core workforce
	87%	of the total workforce
Gender composition of total workforce:	24.7%	Females
	75.3%	Males
Gender composition of core workforce:	24.8%	Females
	75.2%	Males

Quartile Distribution

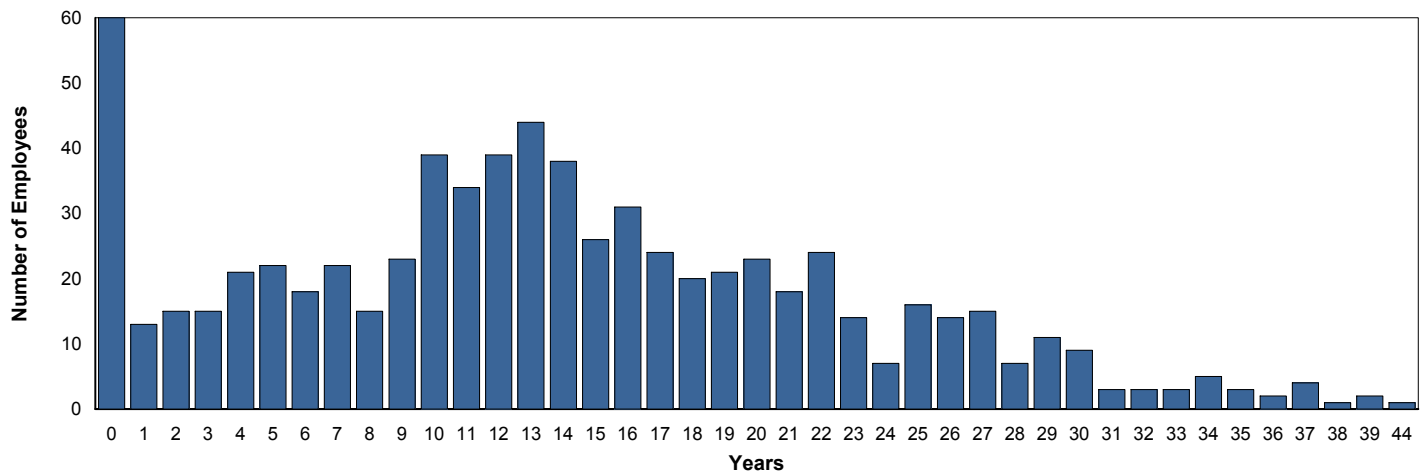
For 110



Years of Service

Avg Years = 14.29

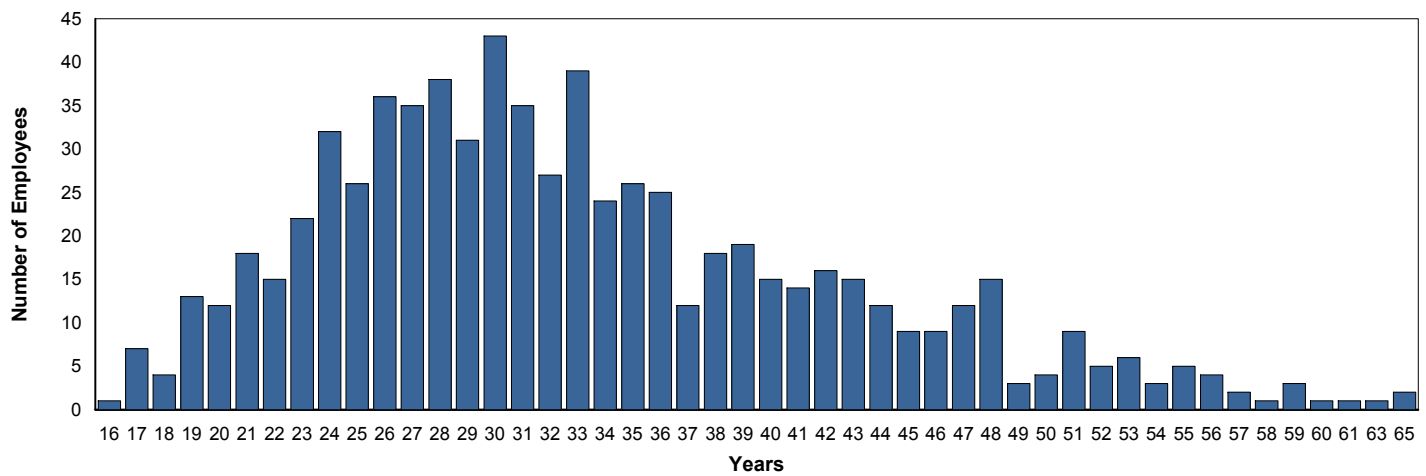
For 110



Age When Hired

Avg Age = 34.64

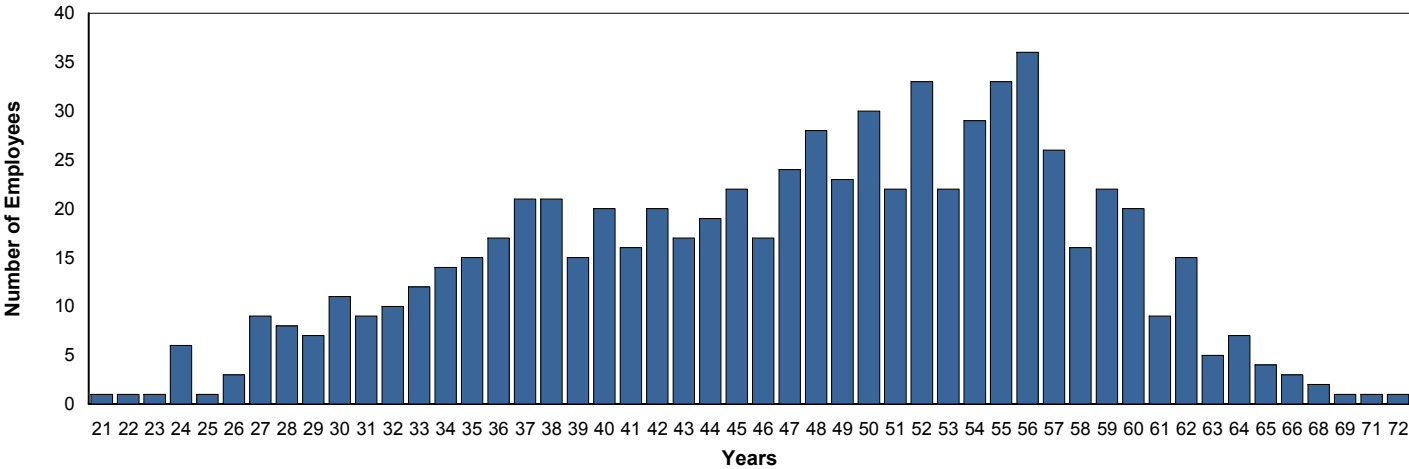
For 110



Average Age

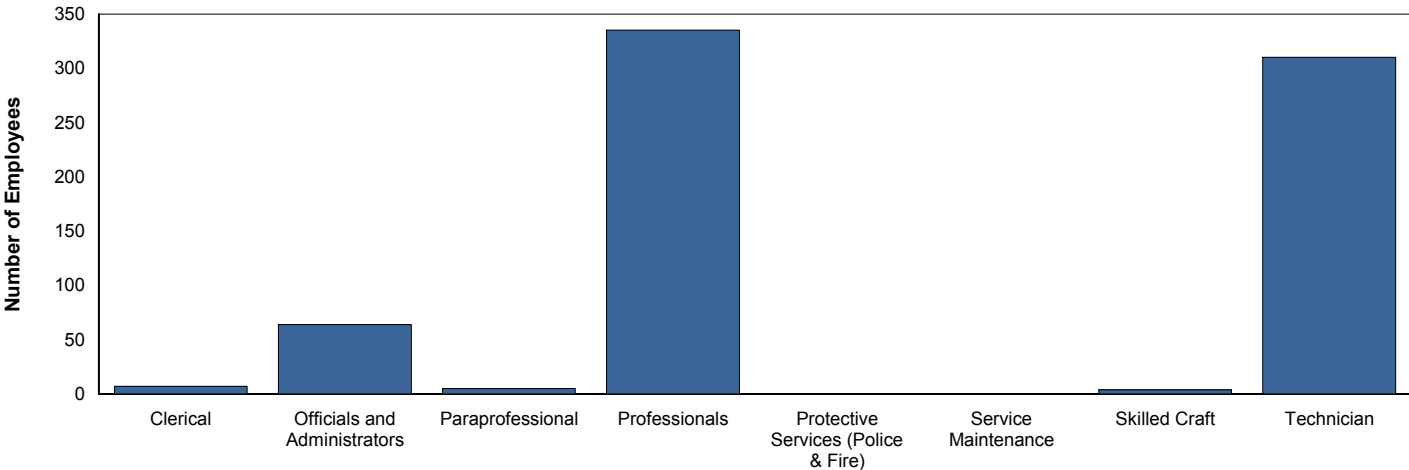
Avg Age= 47.13

For 110

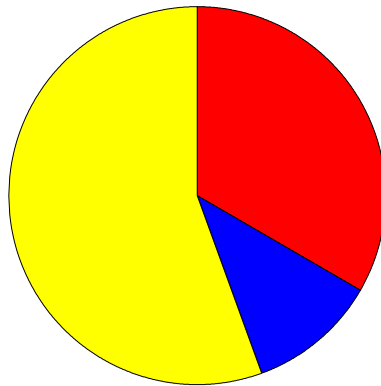


EEO Job Categories

For 110



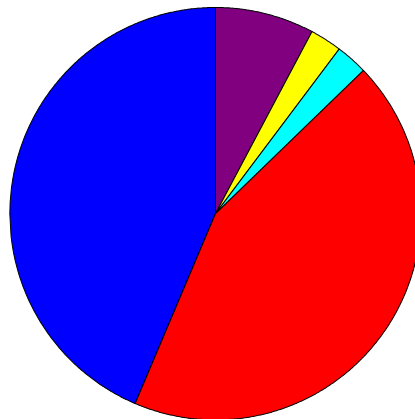
Internal Turnover



Promotion	3	33.3%
Reassignment	1	11.1%
Transfer	5	55.6%
Total:	9	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

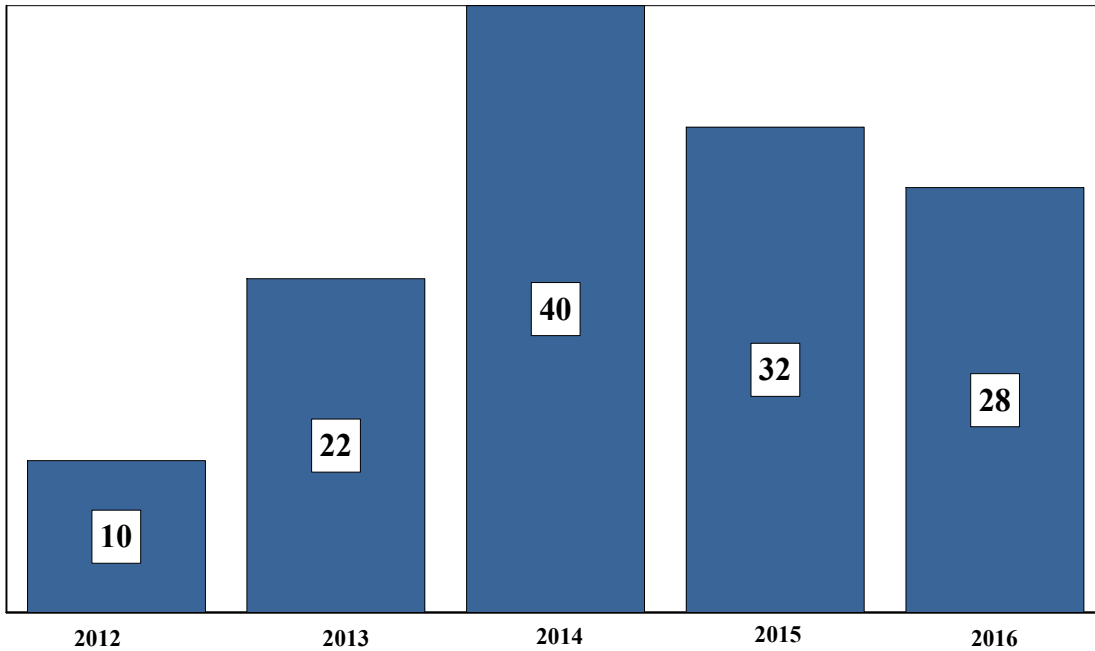


Disciplinary Action	6	7.7%
Other	2	2.6%
Reduction in Force	2	2.6%
Resignation	34	43.6%
Retirement	34	43.6%
Total:	78	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Technology Services



- Currently there are a total of 112 employees eligible to retire, which is 15.45% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Tax Commission

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Tax Commission

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

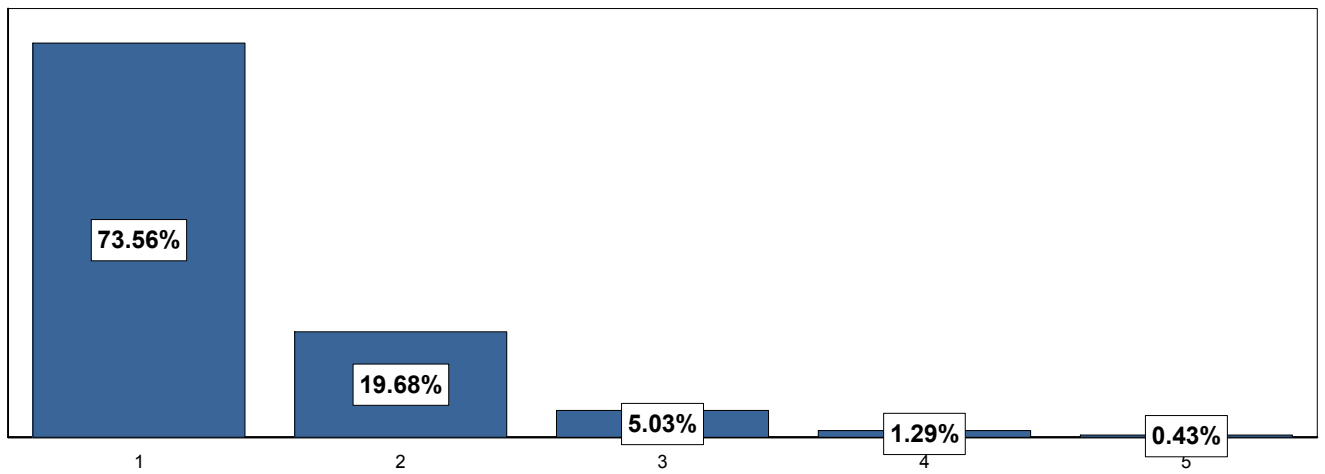
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	762	
Total core employees:	696	
	91%	of the workforce
Total career service employees:	679	
	98%	of the core workforce
	89%	of the total workforce
Total schedule AD, AR, AW and AT:	17	
	2%	of the core workforce
	2%	of the total workforce
Gender composition of total workforce:	65.2%	Females
	34.8%	Males
Gender composition of core workforce:	65.5%	Females
	34.5%	Males

Quartile Distribution

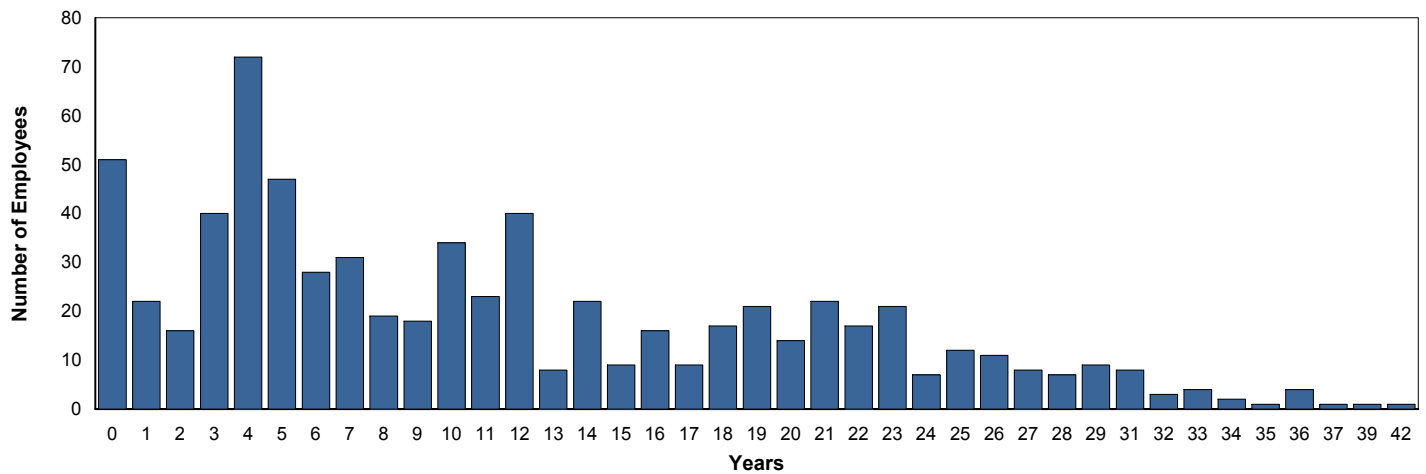
For 120



Years of Service

Avg Years = 11.95

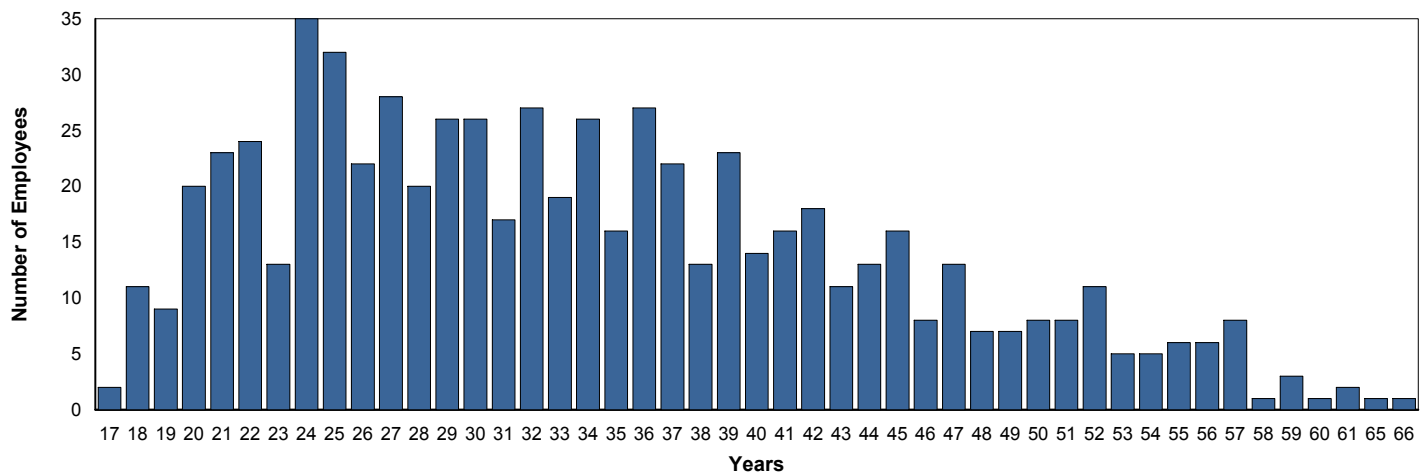
For 120



Age When Hired

Avg Age= 34.23

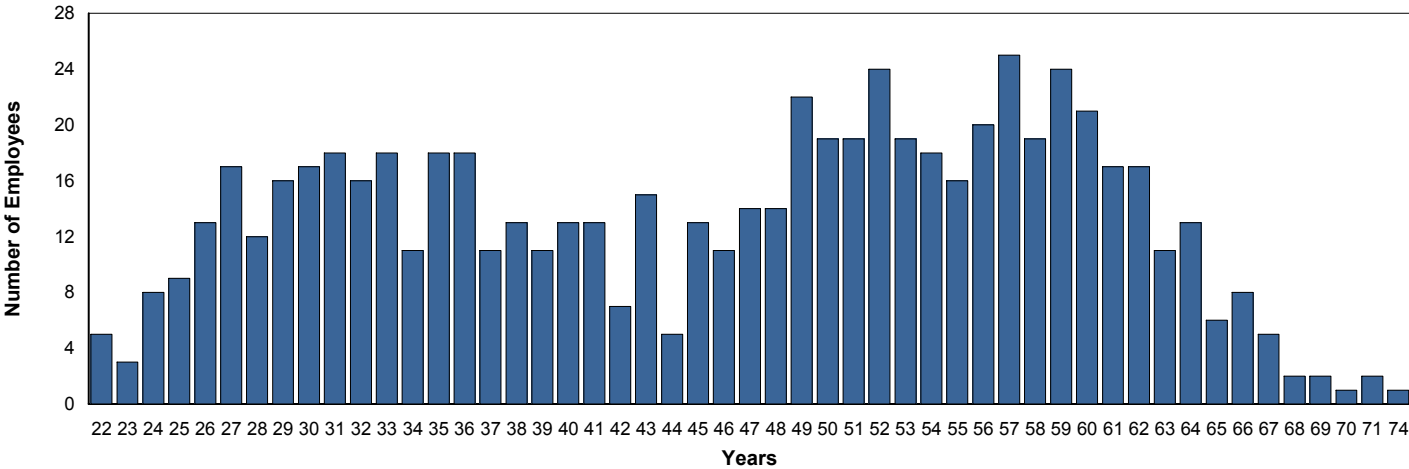
For 120



Average Age

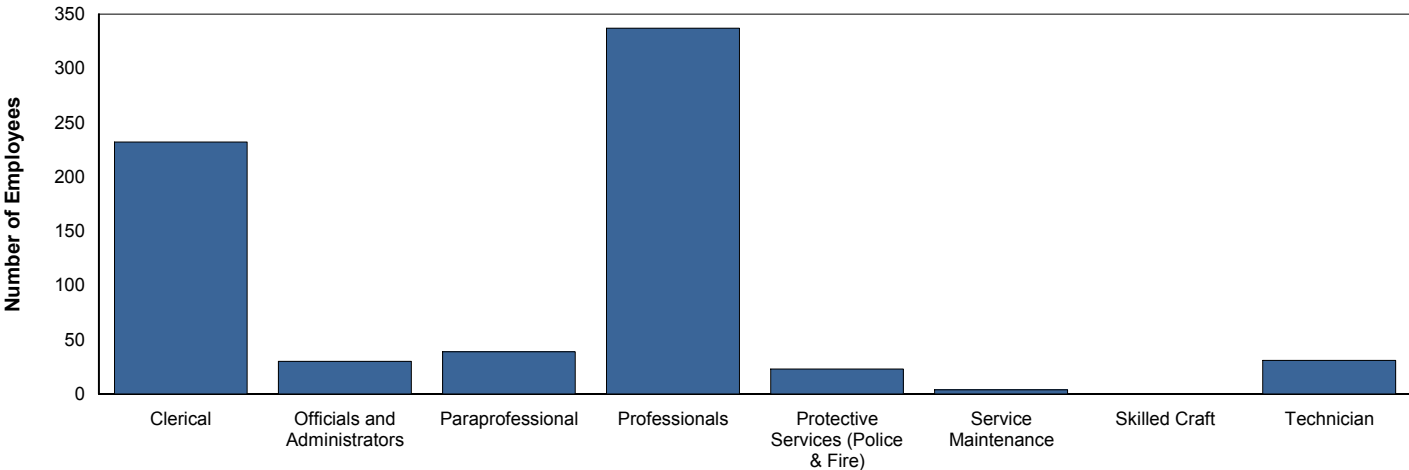
Avg Age= 44.31

For 120

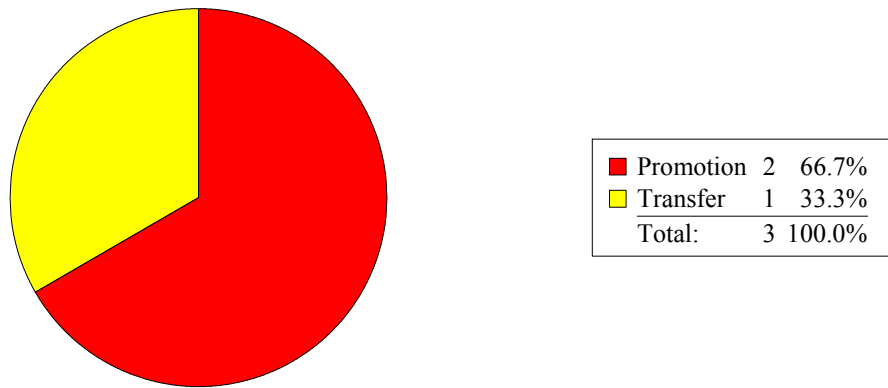


EEO Job Categories

For 120

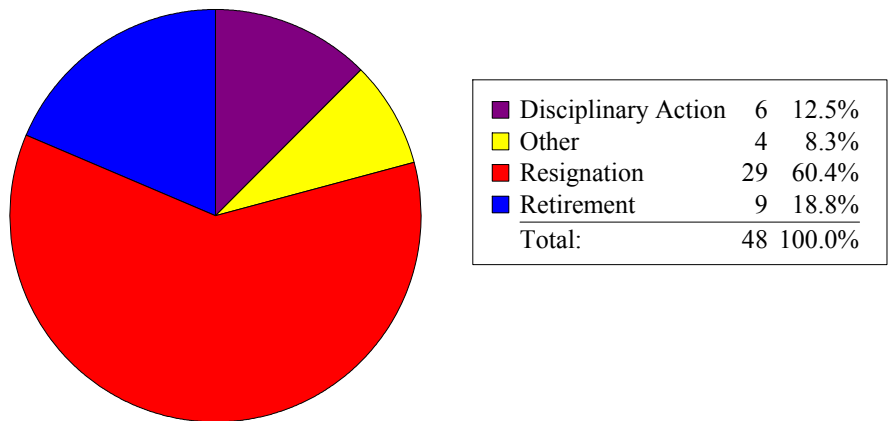


Internal Turnover



Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

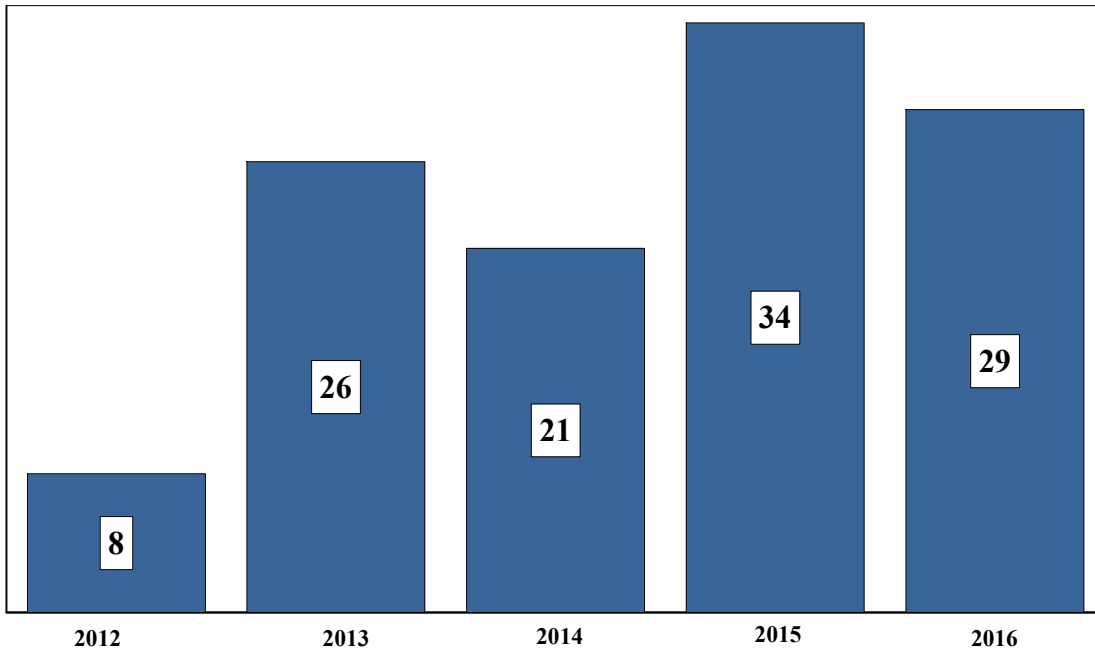
External Turnover



External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Tax Commission



- Currently there are a total of 111 employees eligible to retire, which is 15.95% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Human Resource Mgmt

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Human Resource Mgmt

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

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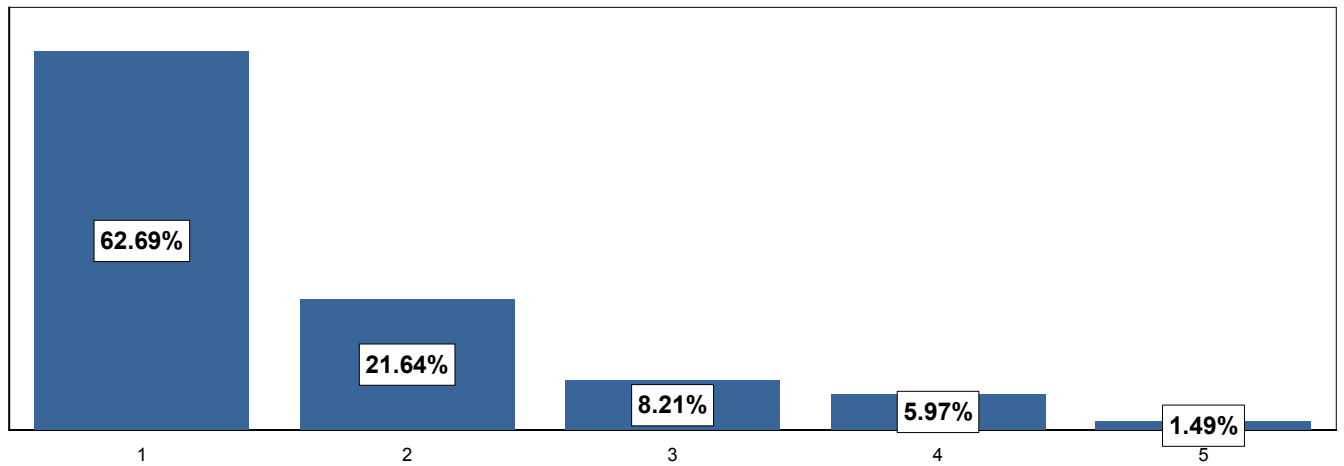
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	142	
Total core employees:	134	
	94%	of the workforce
Total career service employees:	123	
	92%	of the core workforce
	87%	of the total workforce
Total schedule AD, AR, AW and AT:	11	
	8%	of the core workforce
	8%	of the total workforce
Gender composition of total workforce:	76.8%	Females
	23.2%	Males
Gender composition of core workforce:	76.1%	Females
	23.9%	Males

Quartile Distribution

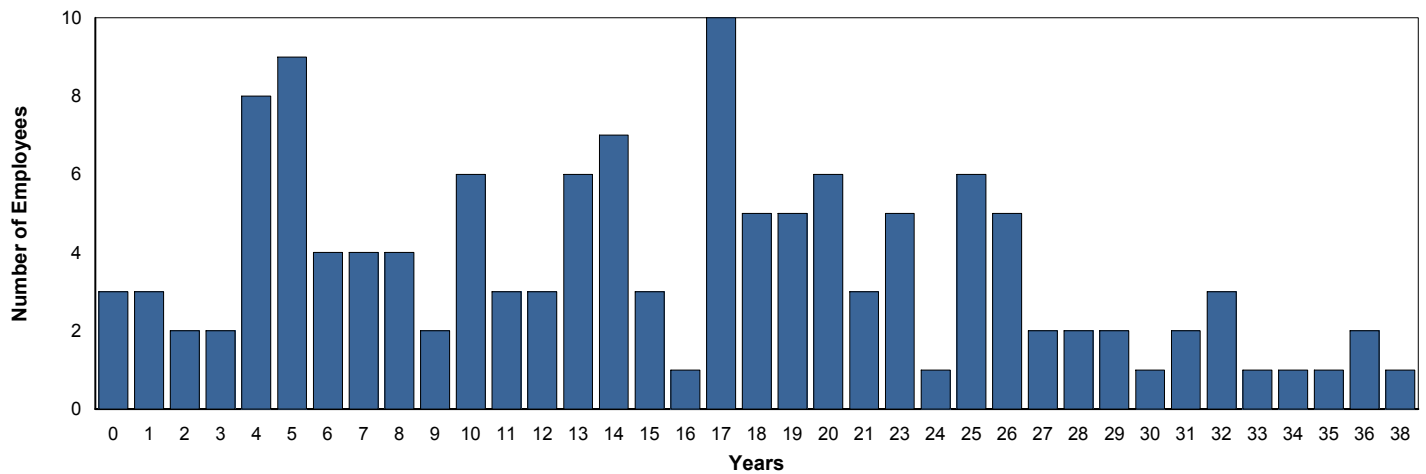
For 140



Years of Service

Avg Years = 16.07

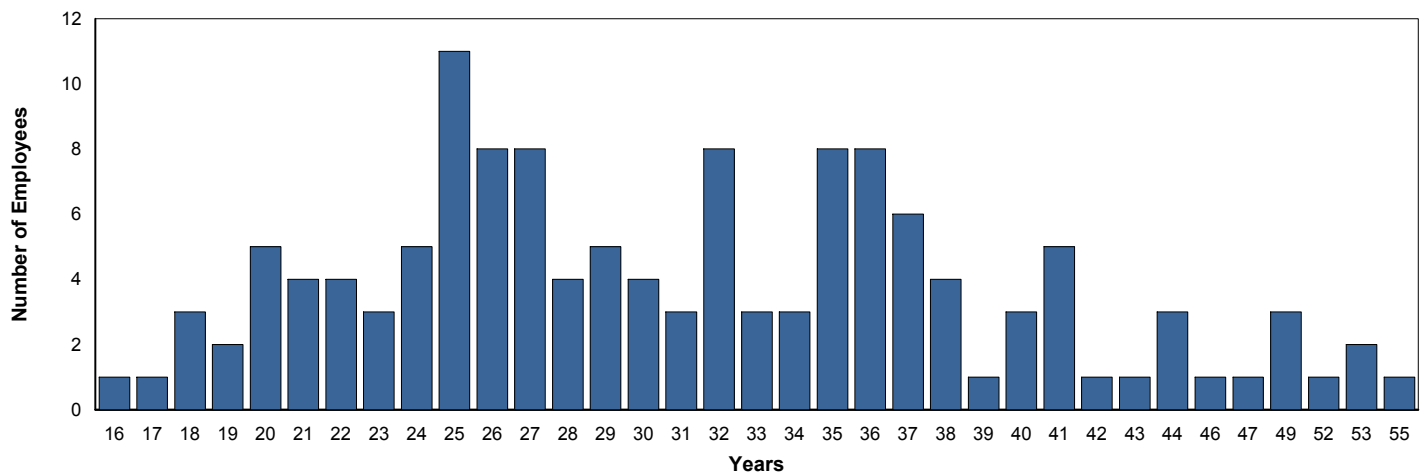
For 140



Age When Hired

Avg Age = 32.71

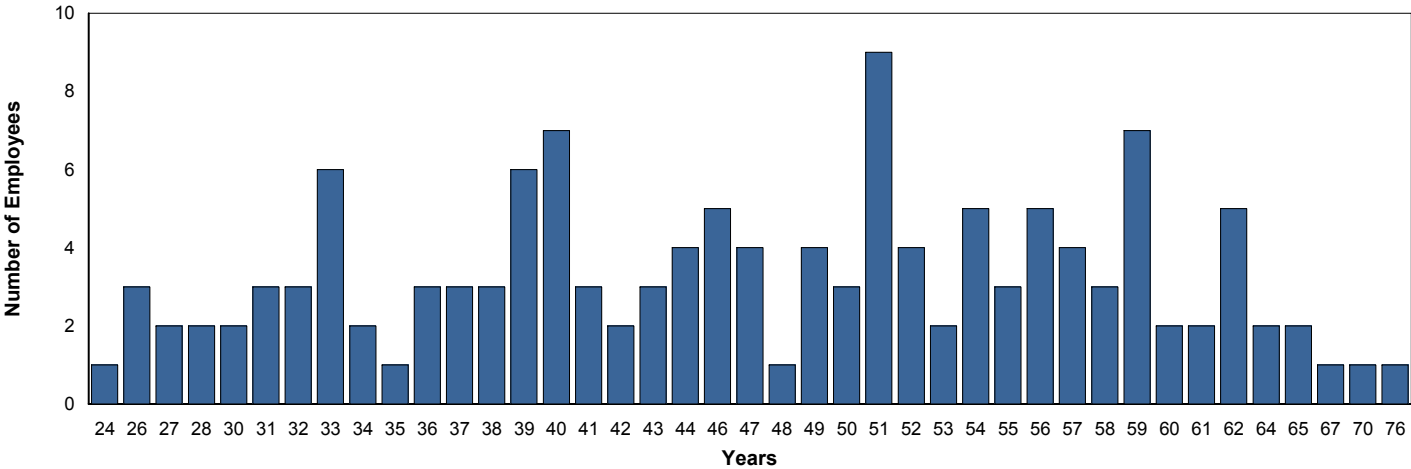
For 140



Average Age

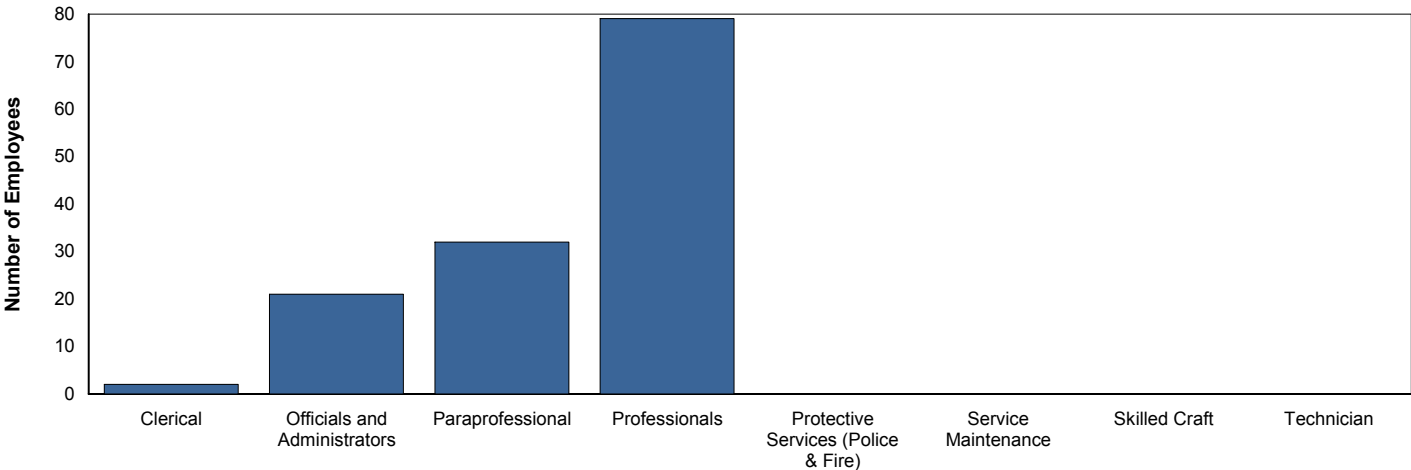
Avg Age= 46.71

For 140

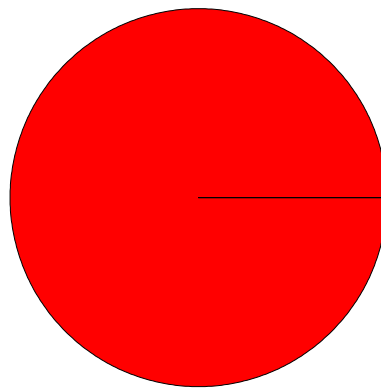


EEO Job Categories

For 140



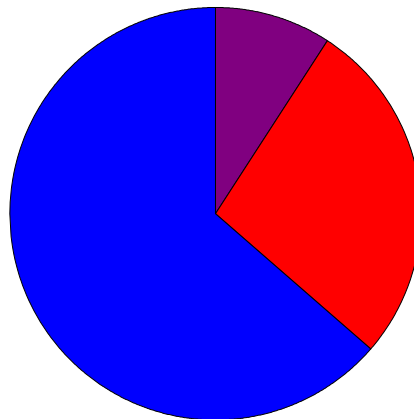
Internal Turnover



■ Promotion	2	100.0%
Total:	2	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

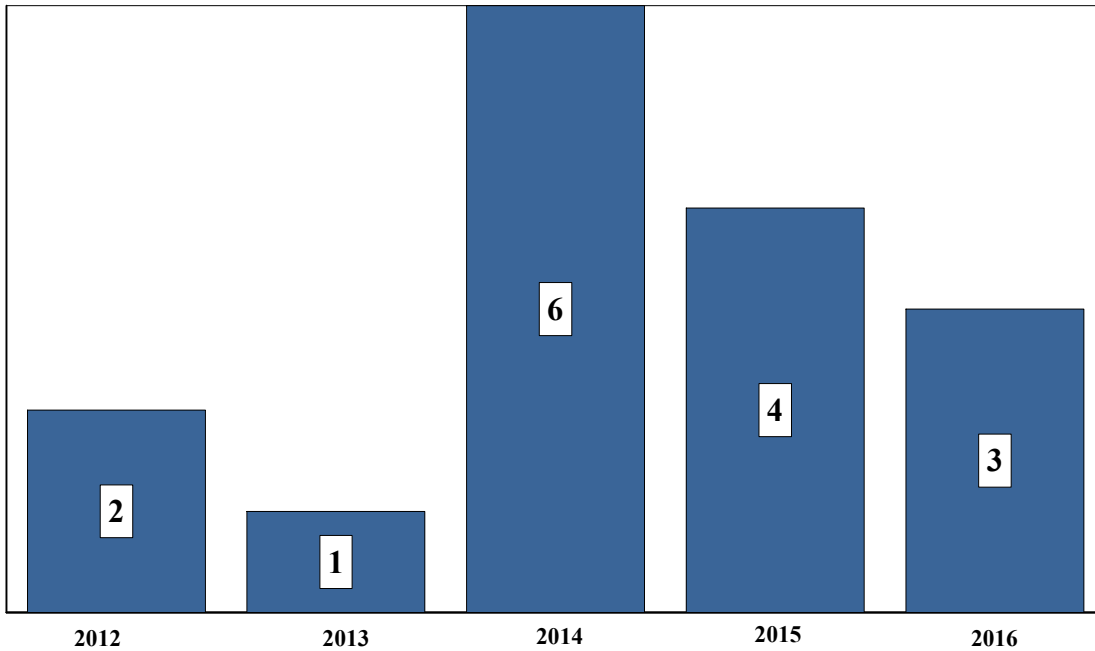


■ Disciplinary Action	1	9.1%
■ Resignation	3	27.3%
■ Retirement	7	63.6%
Total:	11	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Human Resource Mgmt



- Currently there are a total of 31 employees eligible to retire, which is 23.13% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Public Safety

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Public Safety

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

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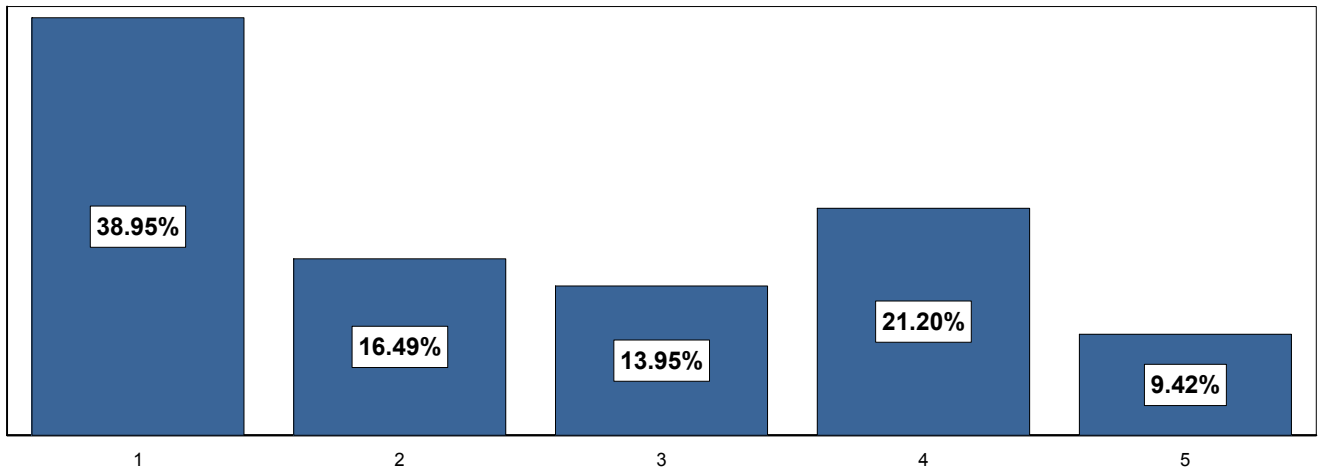
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	1,459	
Total core employees:	1,104	
	76%	of the workforce
Total career service employees:	1,078	
	98%	of the core workforce
	74%	of the total workforce
Total schedule AD, AR, AW and AT:	26	
	2%	of the core workforce
	2%	of the total workforce
Gender composition of total workforce:	40.6%	Females
	59.4%	Males
Gender composition of core workforce:	41.9%	Females
	58.1%	Males

Quartile Distribution

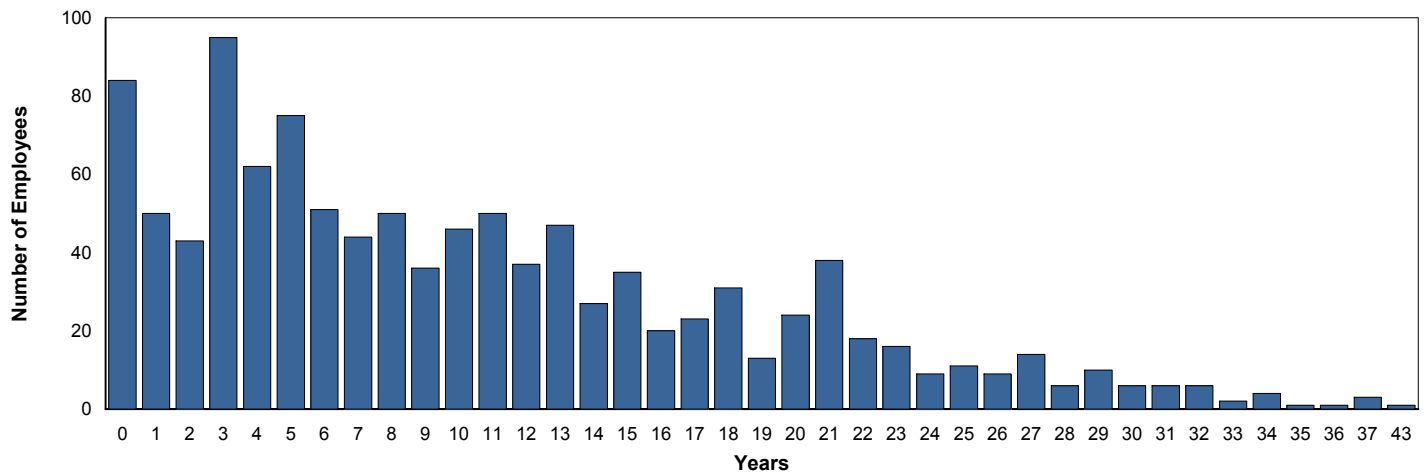
For 180



Years of Service

Avg Years = 10.86

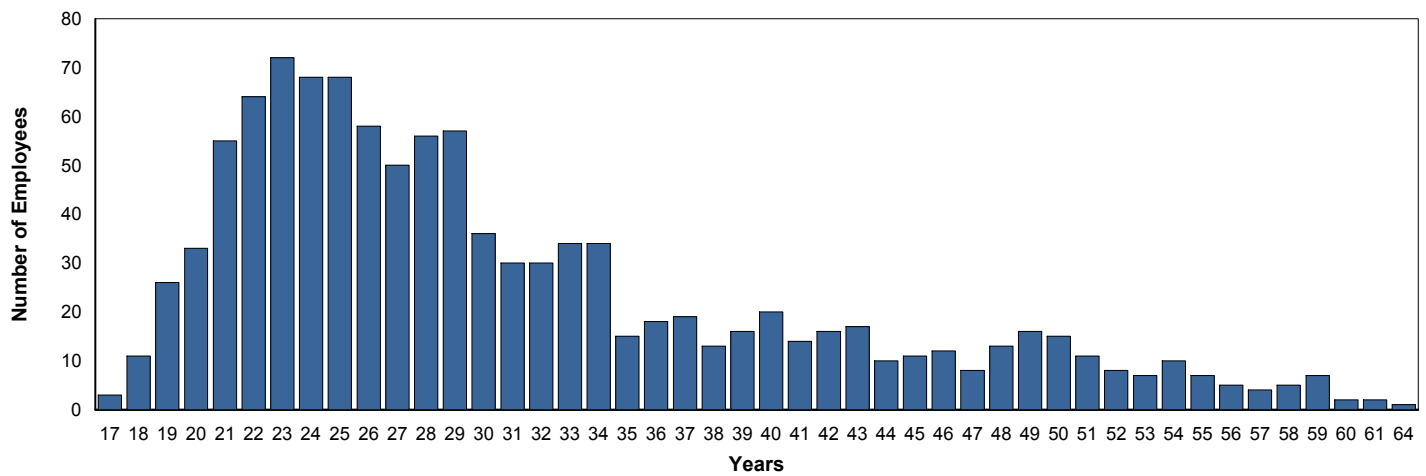
For 180



Age When Hired

Avg Age= 32.14

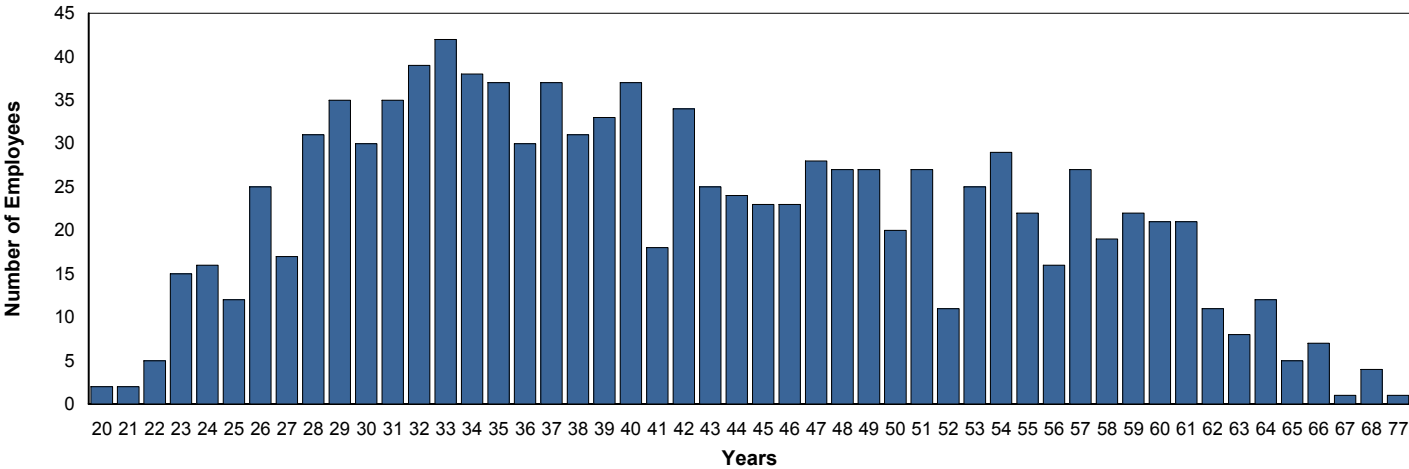
For 180



Average Age

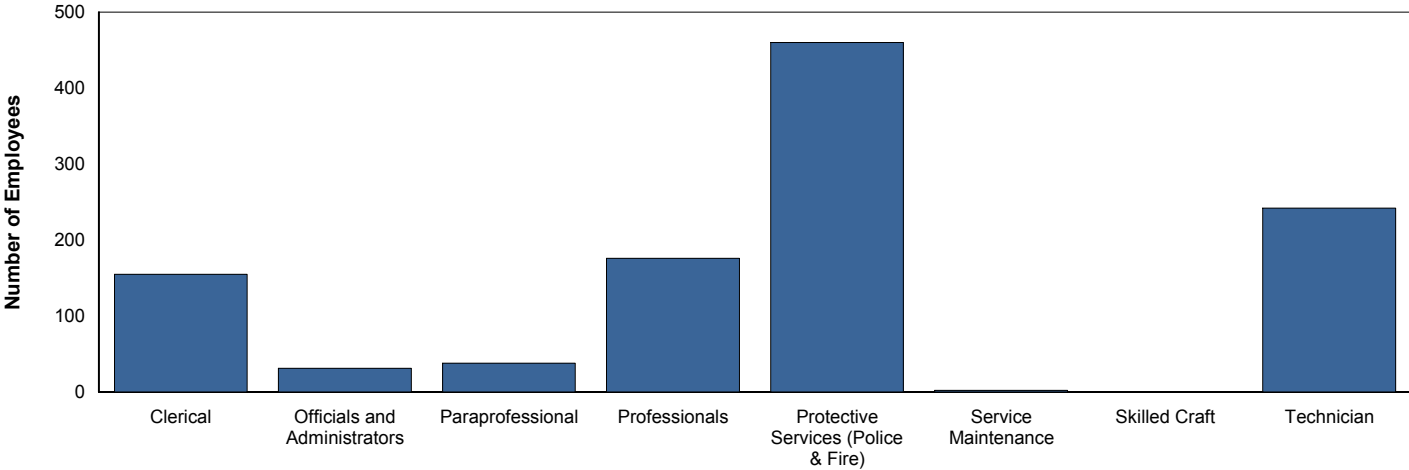
Avg Age= 41.41

For 180

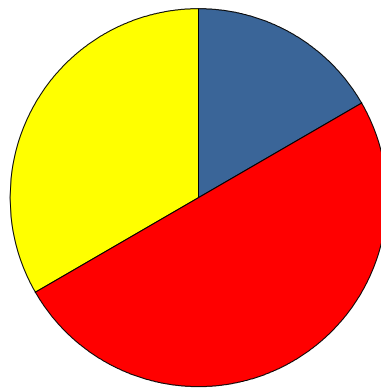


EEO Job Categories

For 180



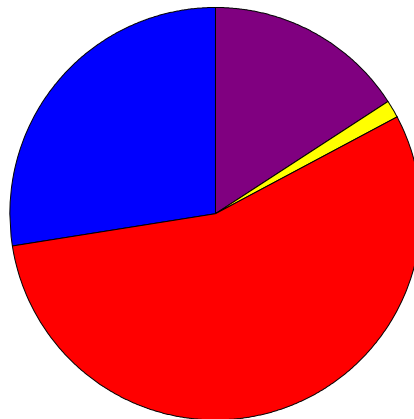
Internal Turnover



Demotion	1	16.7%
Promotion	3	50.0%
Transfer	2	33.3%
Total:	6	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

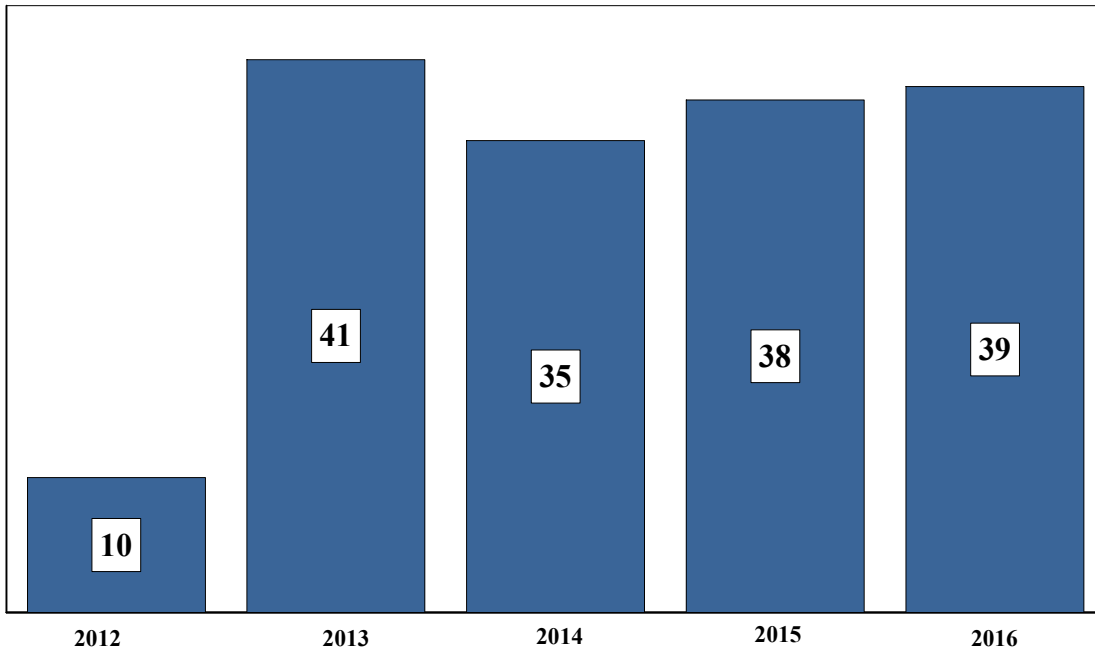


Disciplinary Action	12	15.8%
Other	1	1.3%
Resignation	42	55.3%
Retirement	21	27.6%
Total:	76	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Public Safety



- Currently there are a total of 140 employees eligible to retire, which is 12.68% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Utah National Guard

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Utah National Guard

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

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This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

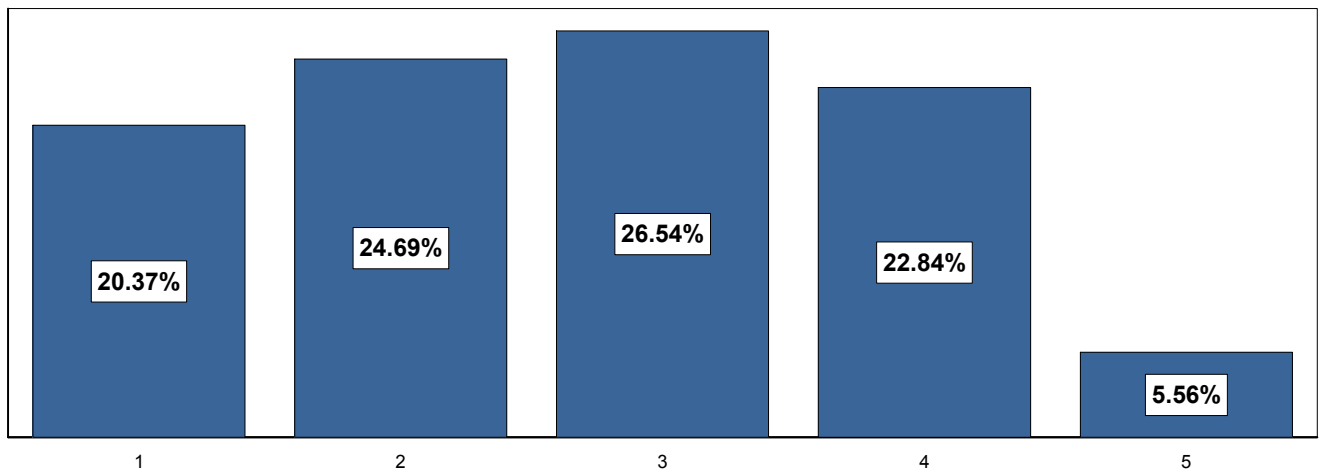
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	732	
Total core employees:	162	
	22%	of the workforce
Total career service employees:	160	
	99%	of the core workforce
	22%	of the total workforce
Total schedule AD, AR, AW and AT:	2	
	1%	of the core workforce
	0%	of the total workforce
Gender composition of total workforce:	15.4%	Females
	84.6%	Males
Gender composition of core workforce:	29.6%	Females
	70.4%	Males

Quartile Distribution

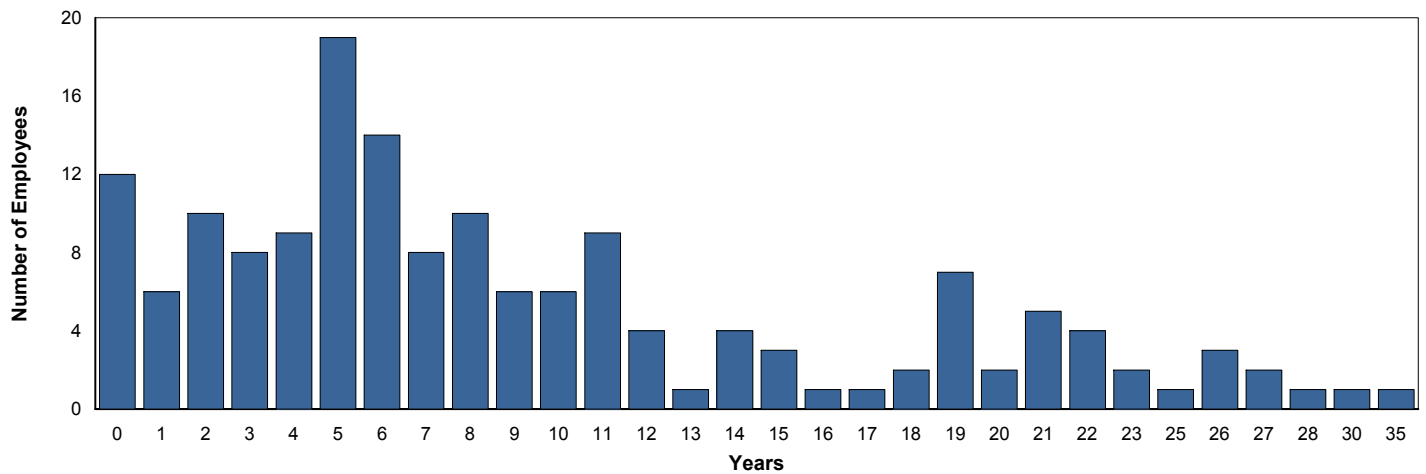
For 190



Years of Service

Avg Years = 9.78

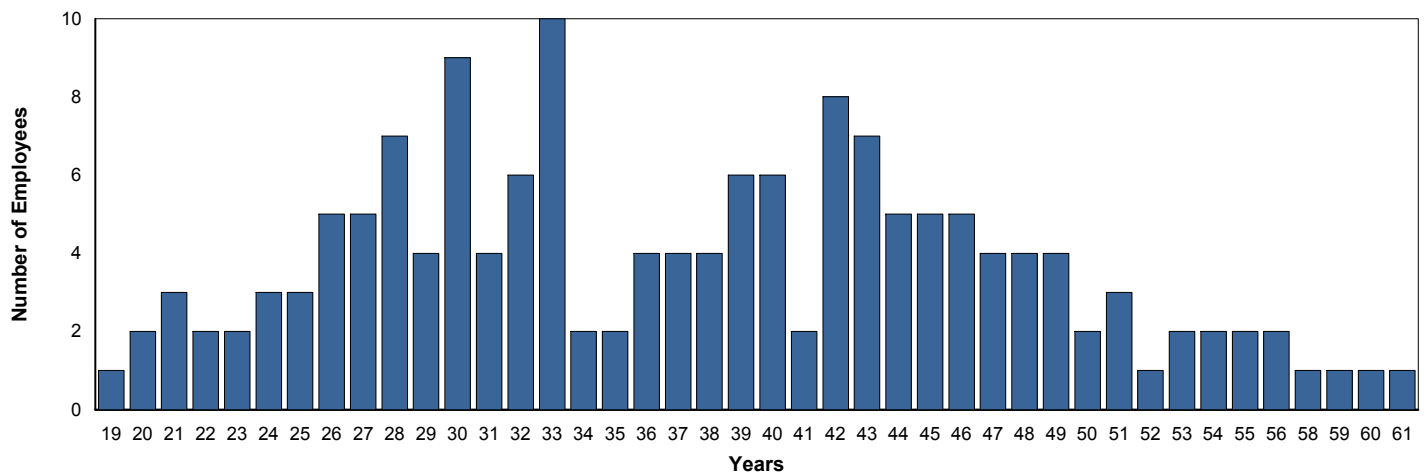
For 190



Age When Hired

Avg Age= 37.60

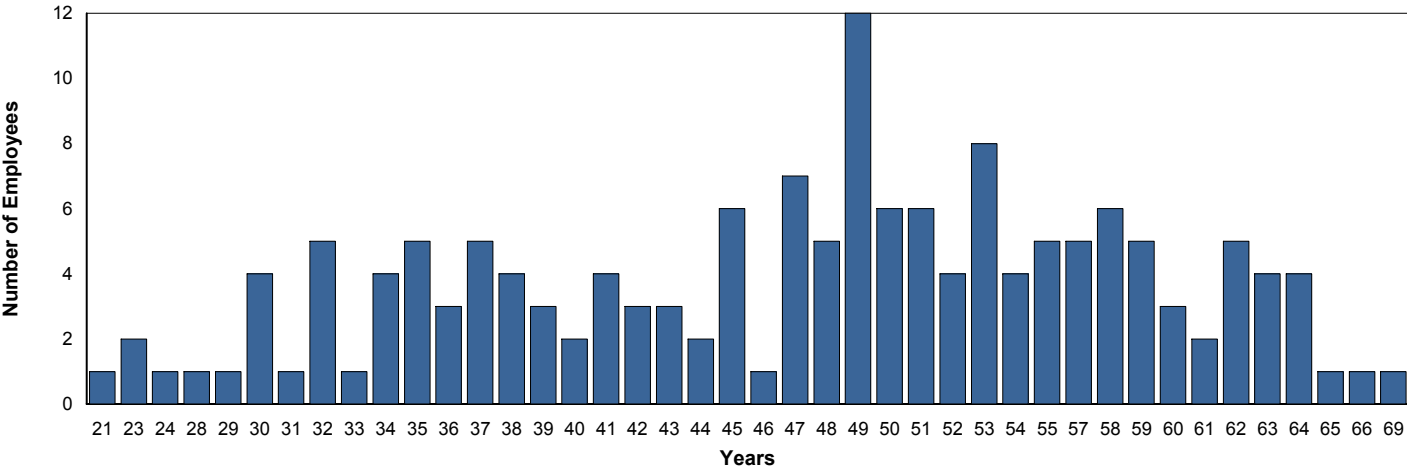
For 190



Average Age

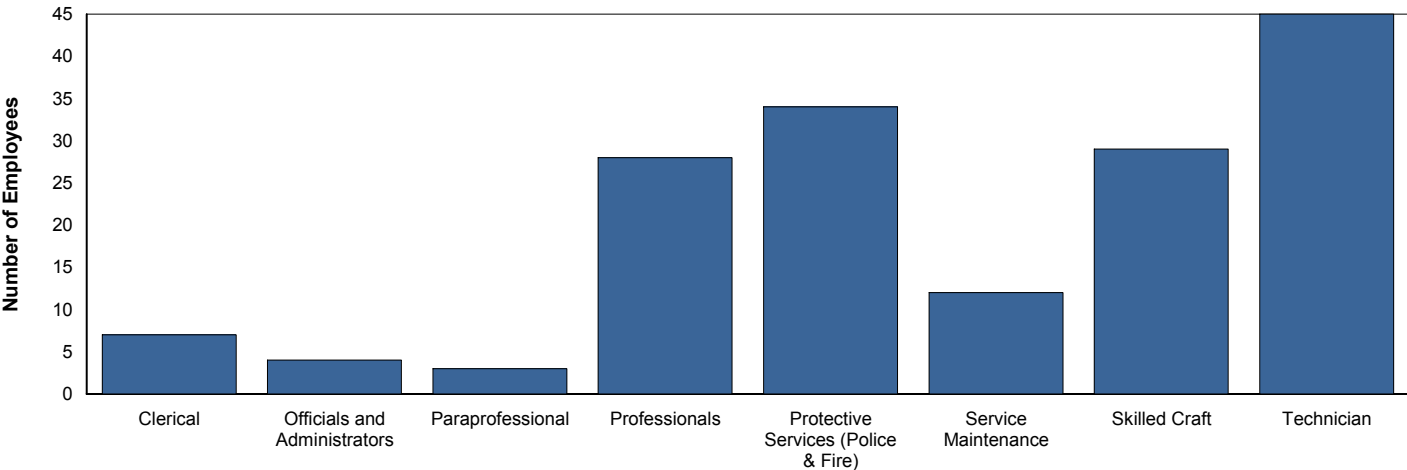
Avg Age= 45.69

For 190



EEO Job Categories

For 190

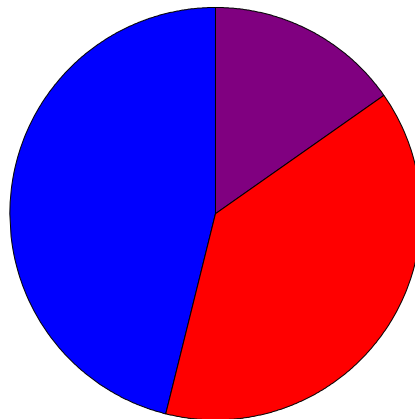


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

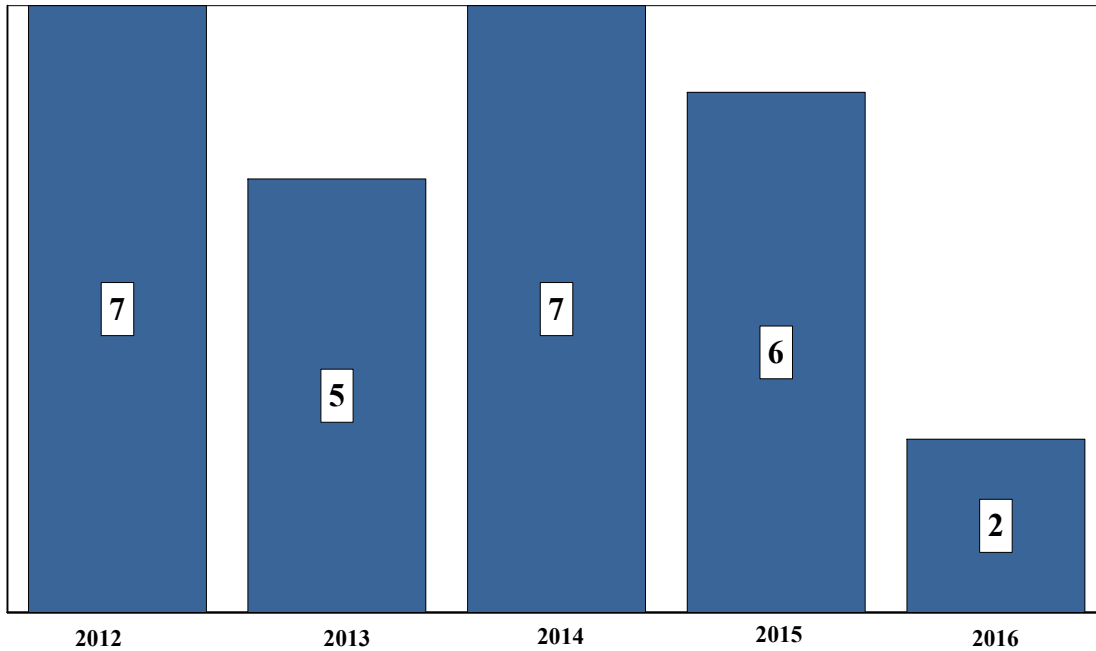


■ Disciplinary Action	2	15.4%
■ Resignation	5	38.5%
■ Retirement	6	46.2%
Total:		13 100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Utah National Guard



- Currently there are a total of 18 employees eligible to retire, which is 11.11% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Human Services

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Human Services

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

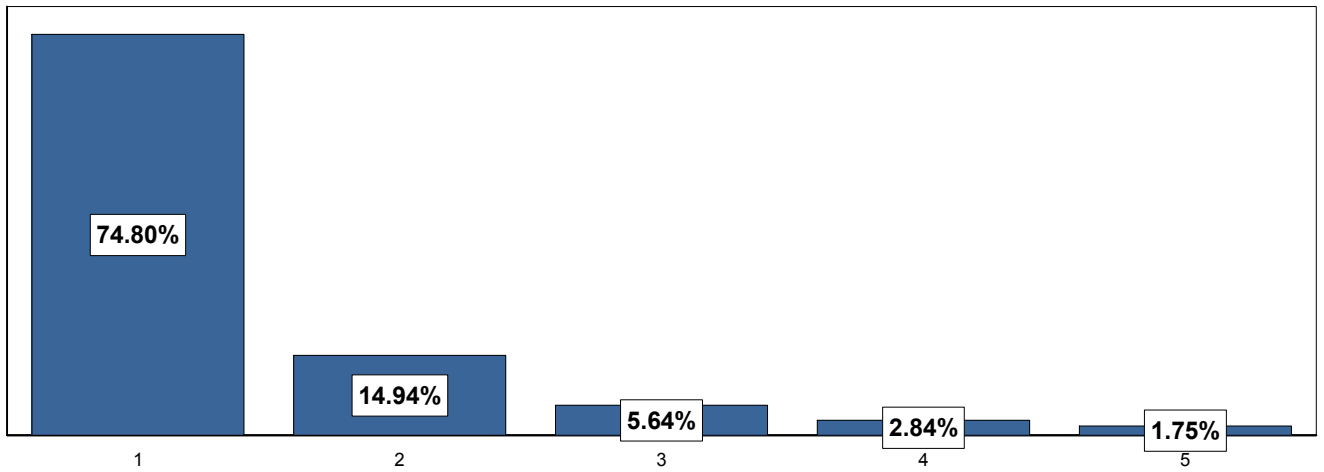
*It is critical to note that this report profiles the state’s “core” workforce rather than the “total” state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The “non-core” workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	4,296	
Total core employees:	3,667	
	85%	of the workforce
Total career service employees:	3,622	
	99%	of the core workforce
	84%	of the total workforce
Total schedule AD, AR, AW and AT:	45	
	1%	of the core workforce
	1%	of the total workforce
Gender composition of total workforce:	63.4%	Females
	36.6%	Males
Gender composition of core workforce:	63.2%	Females
	36.8%	Males

Quartile Distribution

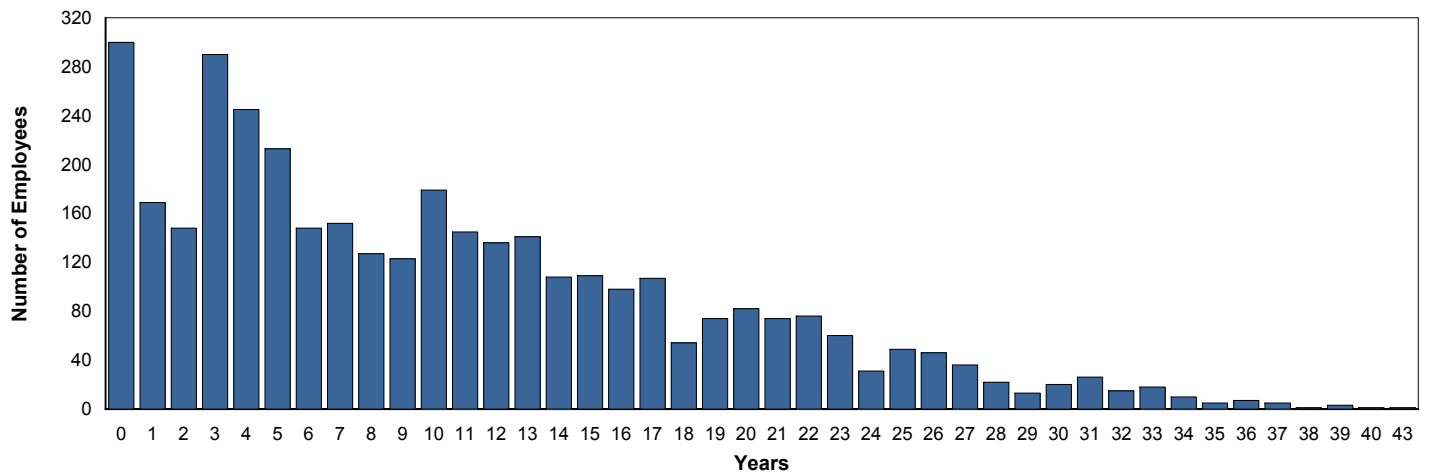
For 200



Years of Service

Avg Years = 10.94

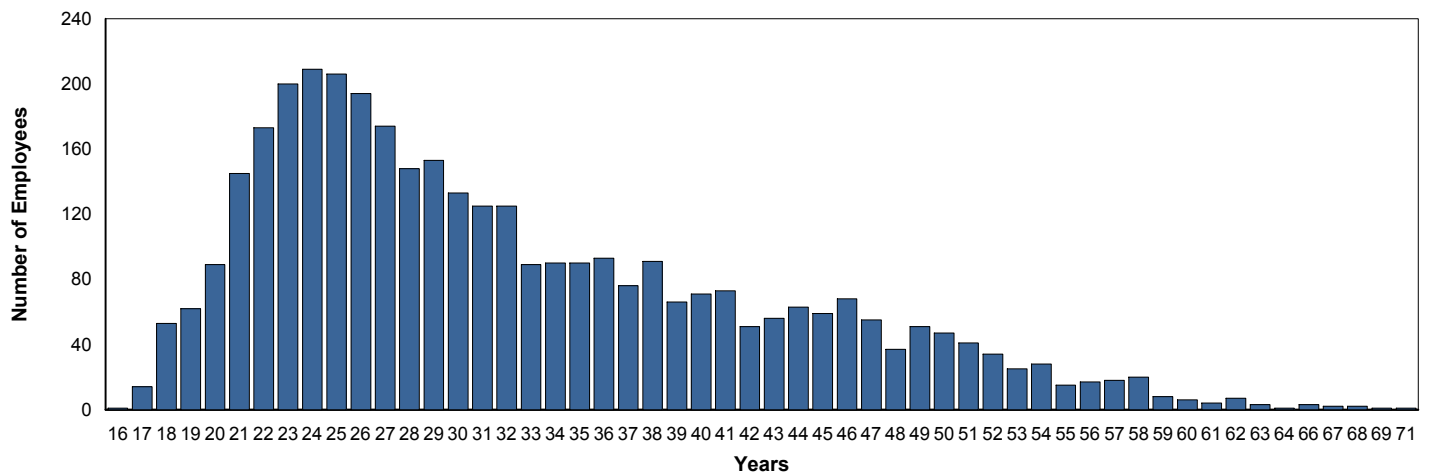
For 200



Age When Hired

Avg Age = 33.80

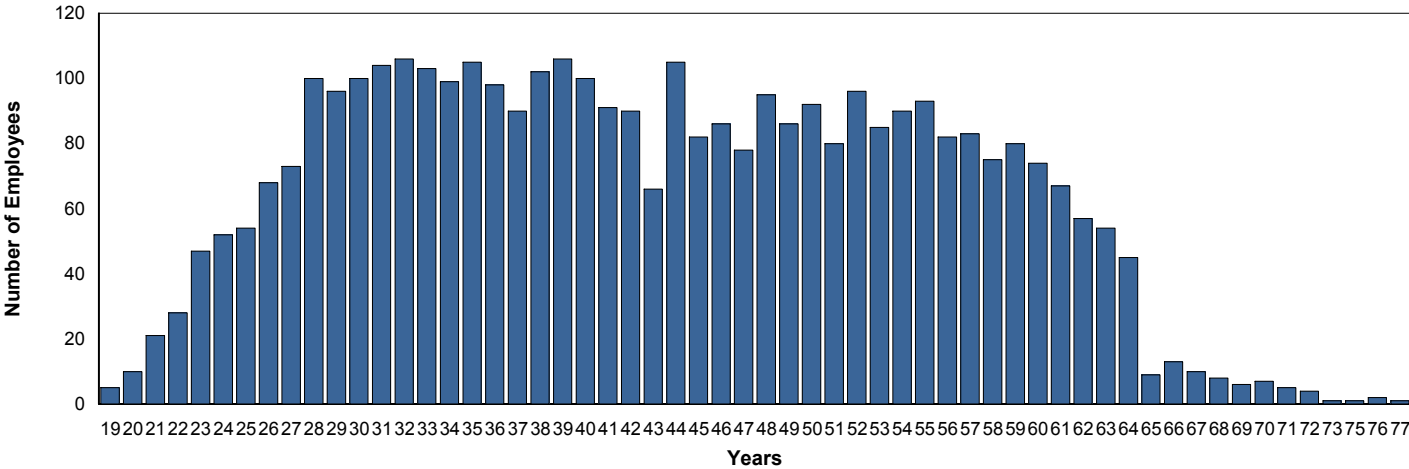
For 200



Average Age

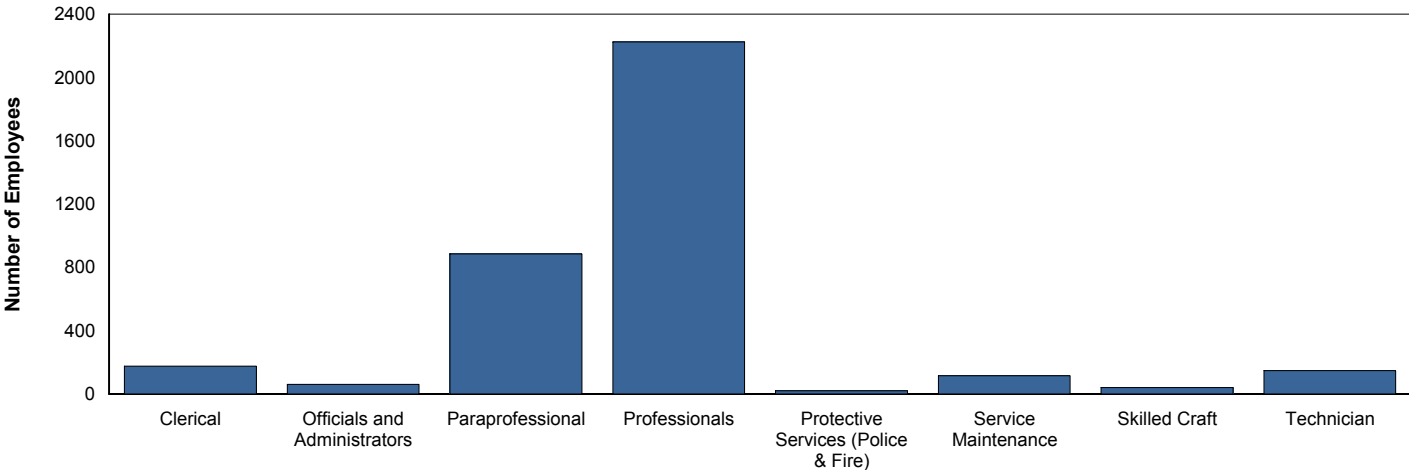
Avg Age= 43.03

For 200

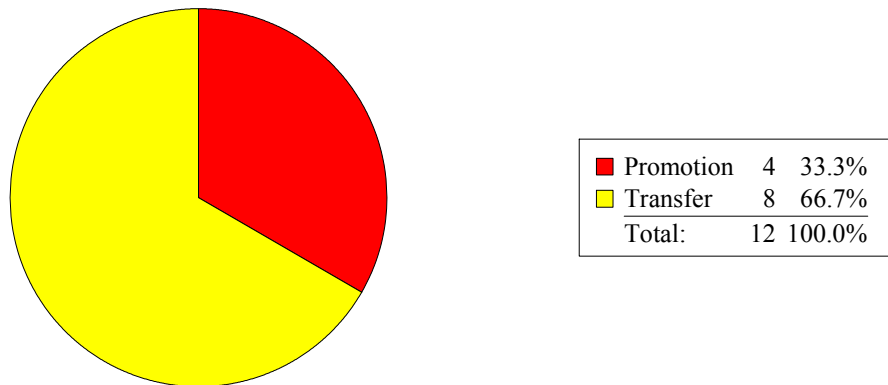


EEO Job Categories

For 200

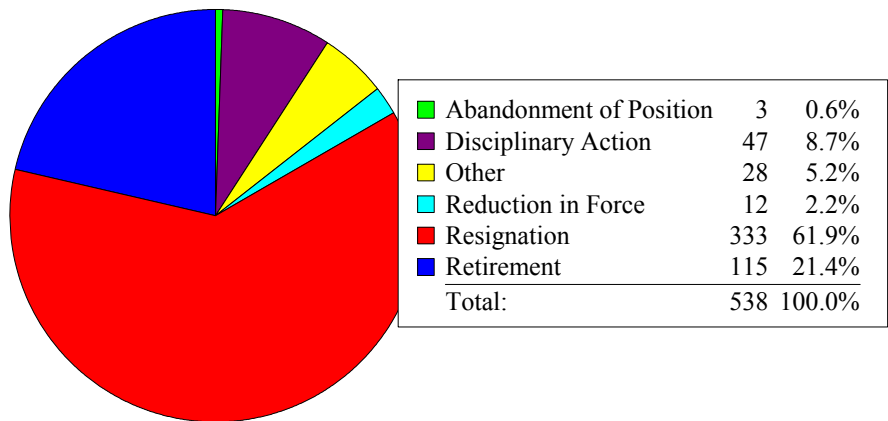


Internal Turnover



Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

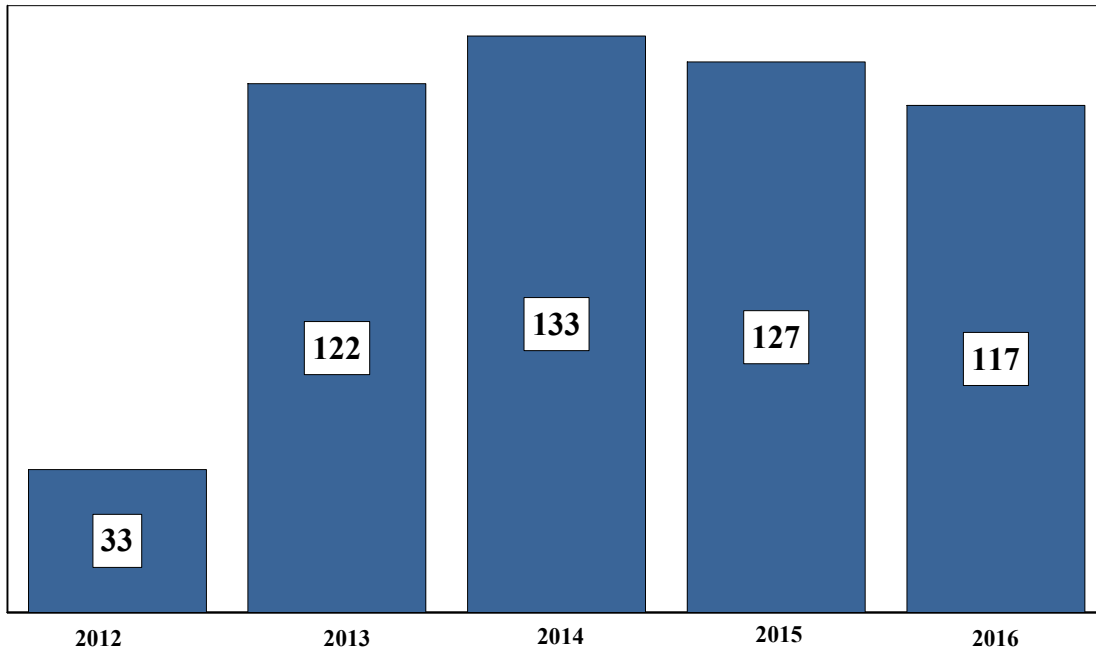
External Turnover



External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Human Services



- Currently there are a total of 376 employees eligible to retire, which is 10.25% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Health

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Health
Workforce Profile Report
FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

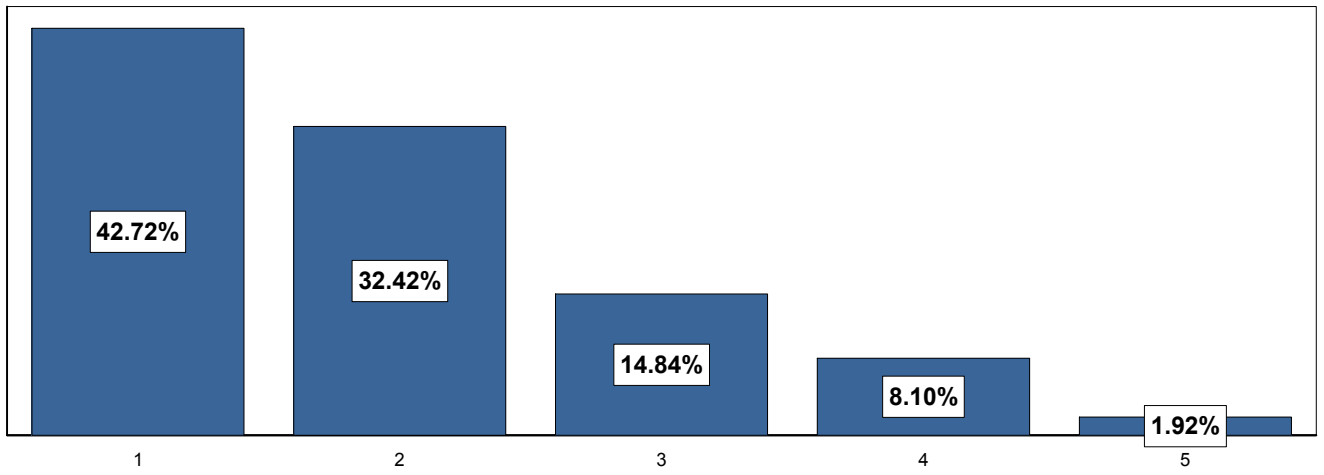
*It is critical to note that this report profiles the state’s “core” workforce rather than the “total” state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The “non-core” workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	1,232	
Total core employees:	728	
	59%	of the workforce
Total career service employees:	717	
	98%	of the core workforce
	58%	of the total workforce
Total schedule AD, AR, AW and AT:	11	
	2%	of the core workforce
	1%	of the total workforce
Gender composition of total workforce:	68.2%	Females
	31.8%	Males
Gender composition of core workforce:	75.7%	Females
	24.3%	Males

Quartile Distribution

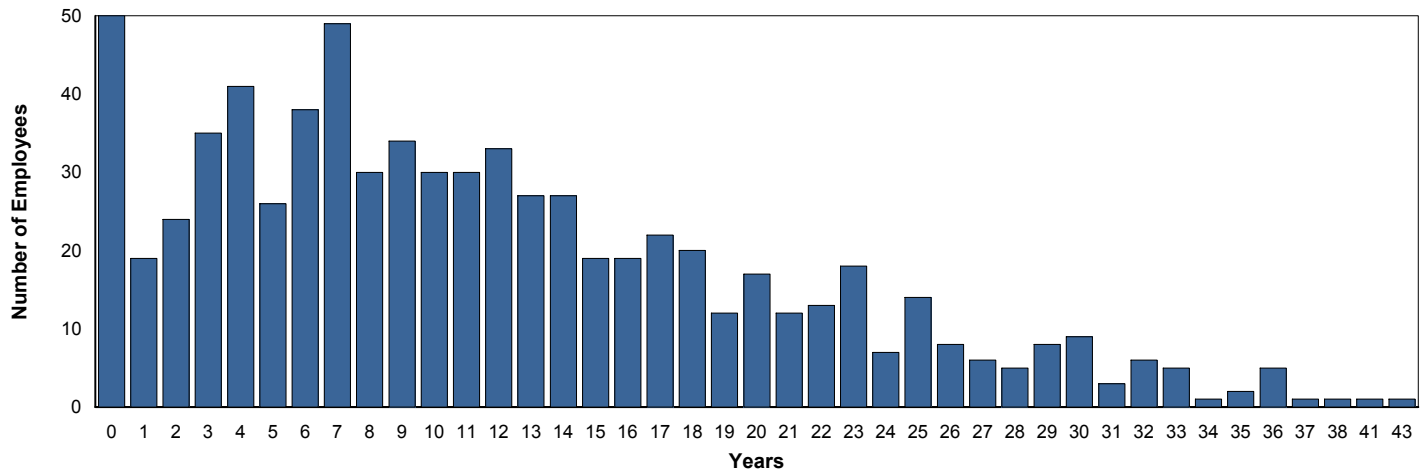
For 270



Years of Service

Avg Years = 12.32

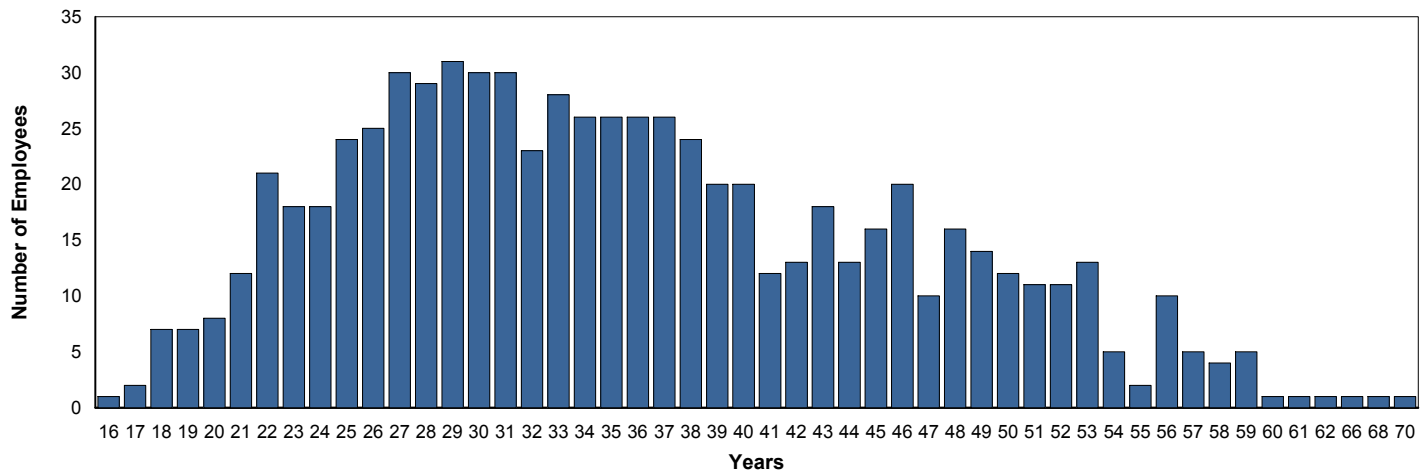
For 270



Age When Hired

Avg Age = 37.18

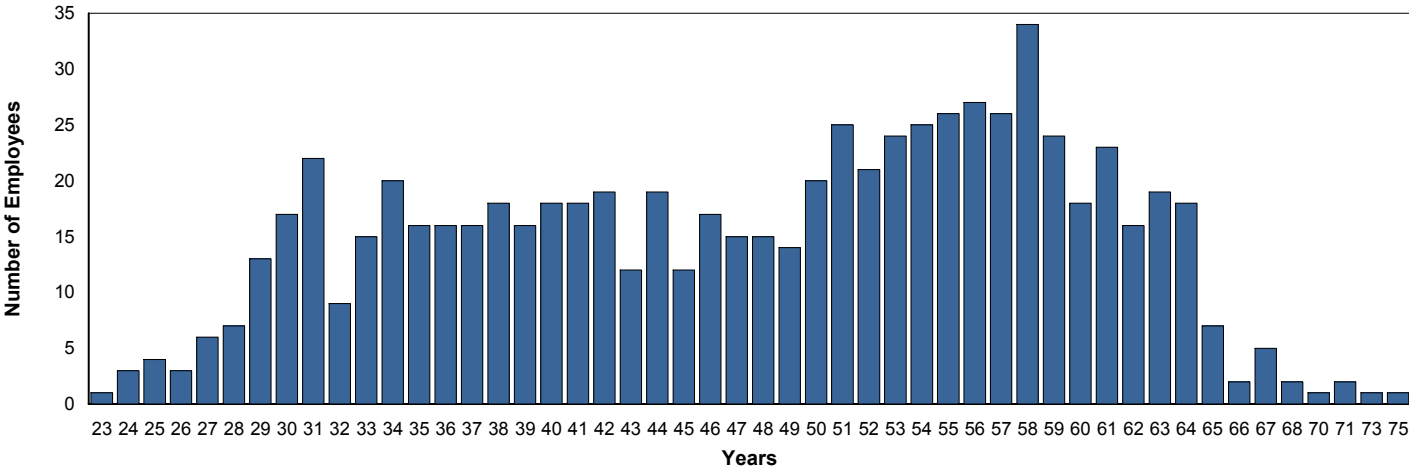
For 270



Average Age

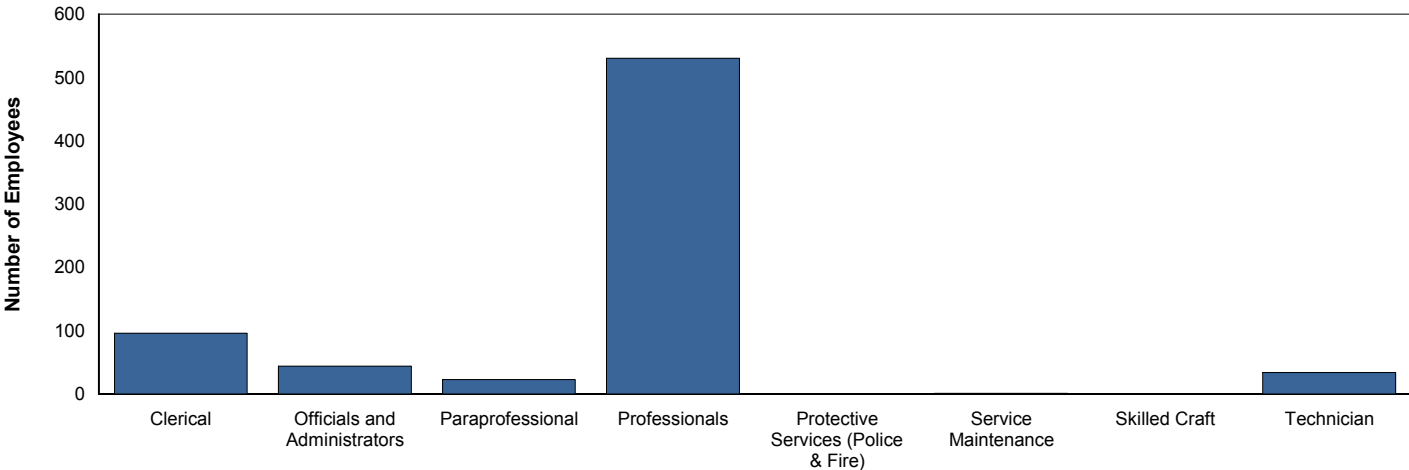
Avg Age= 47.78

For 270

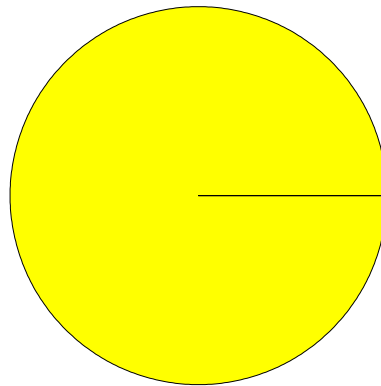


EEO Job Categories

For 270



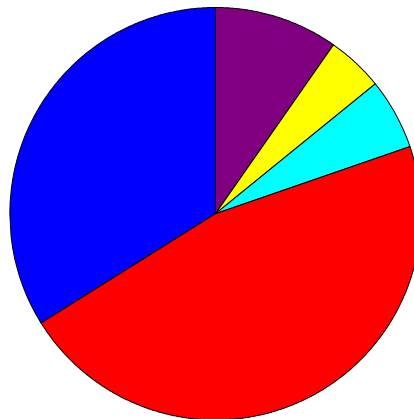
Internal Turnover



Transfer	5	100.0%
Total:	5	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

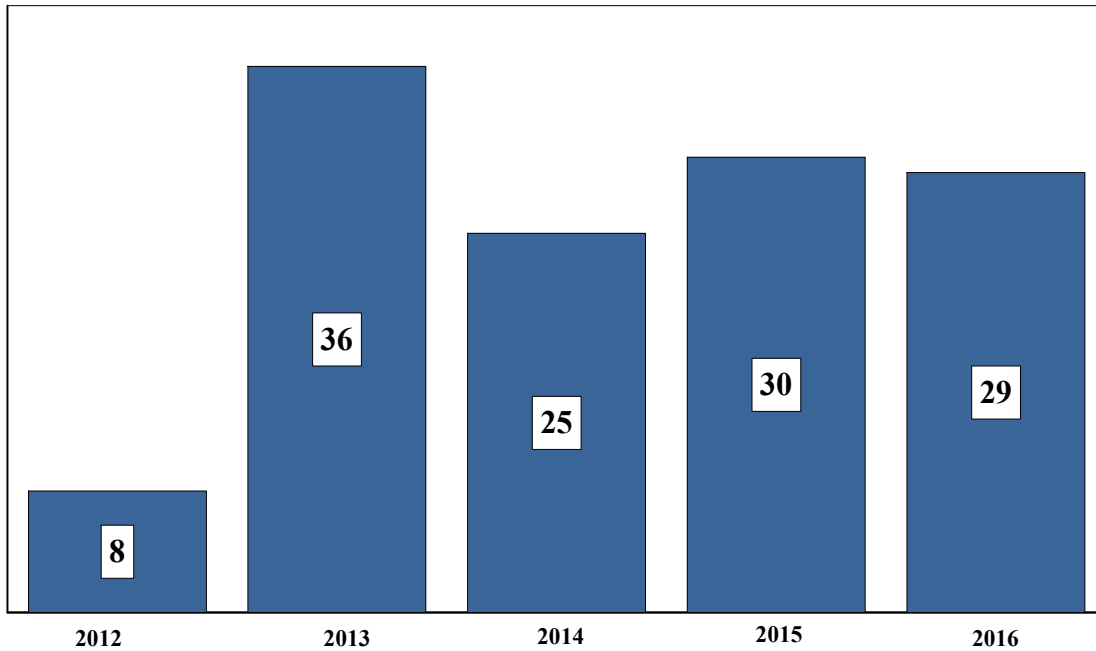


Disciplinary Action	7	9.9%
Other	3	4.2%
Reduction in Force	4	5.6%
Resignation	33	46.5%
Retirement	24	33.8%
Total:	71	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Health



- Currently there are a total of 119 employees eligible to retire, which is 16.35% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Board of Education

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Board of Education

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

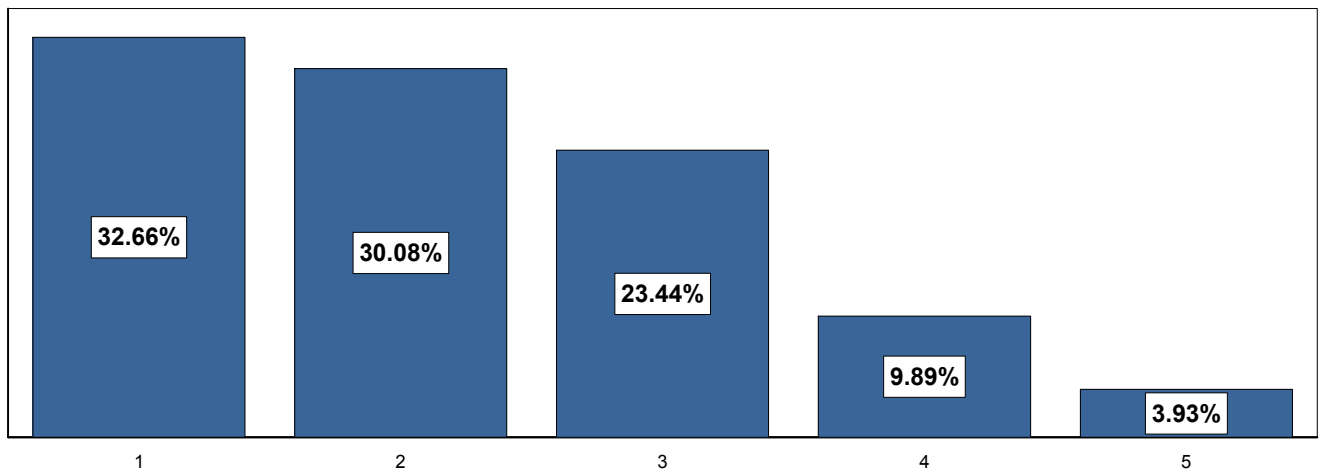
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	1,422	
Total core employees:	738	
	52%	of the workforce
Total career service employees:	695	
	94%	of the core workforce
	49%	of the total workforce
Total schedule AD, AR, AW and AT:	43	
	6%	of the core workforce
	3%	of the total workforce
Gender composition of total workforce:	71.9%	Females
	28.1%	Males
Gender composition of core workforce:	66.5%	Females
	33.5%	Males

Quartile Distribution

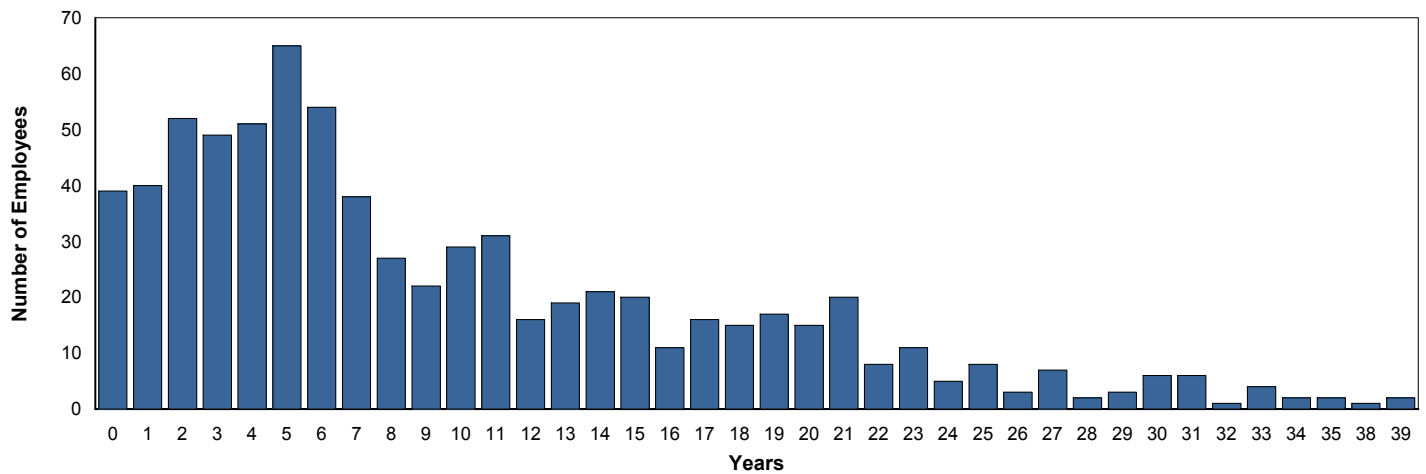
For 400



Years of Service

Avg Years = 10.26

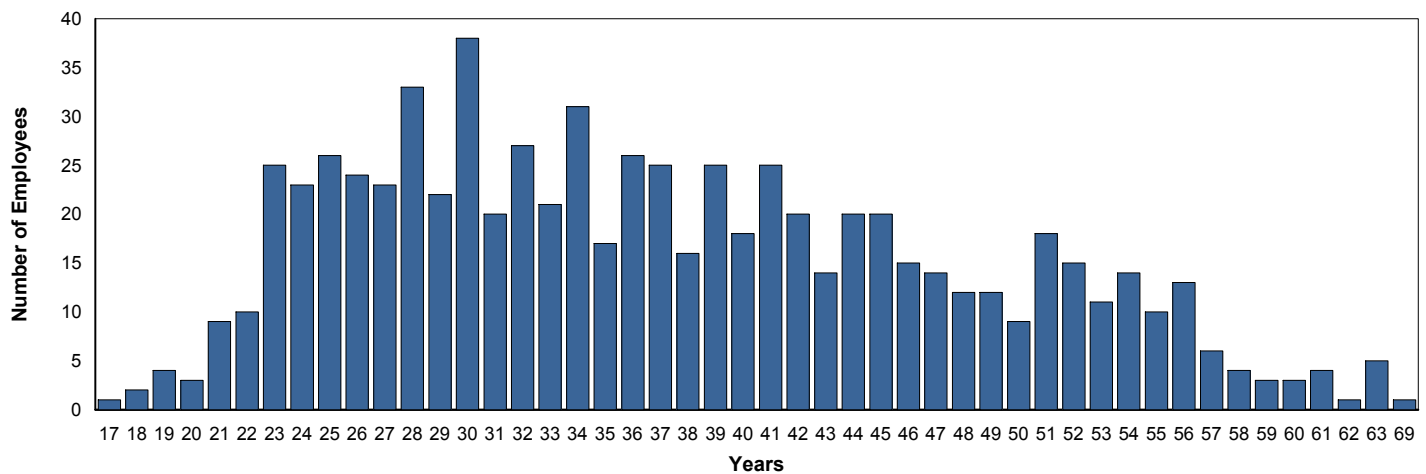
For 400



Age When Hired

Avg Age = 38.67

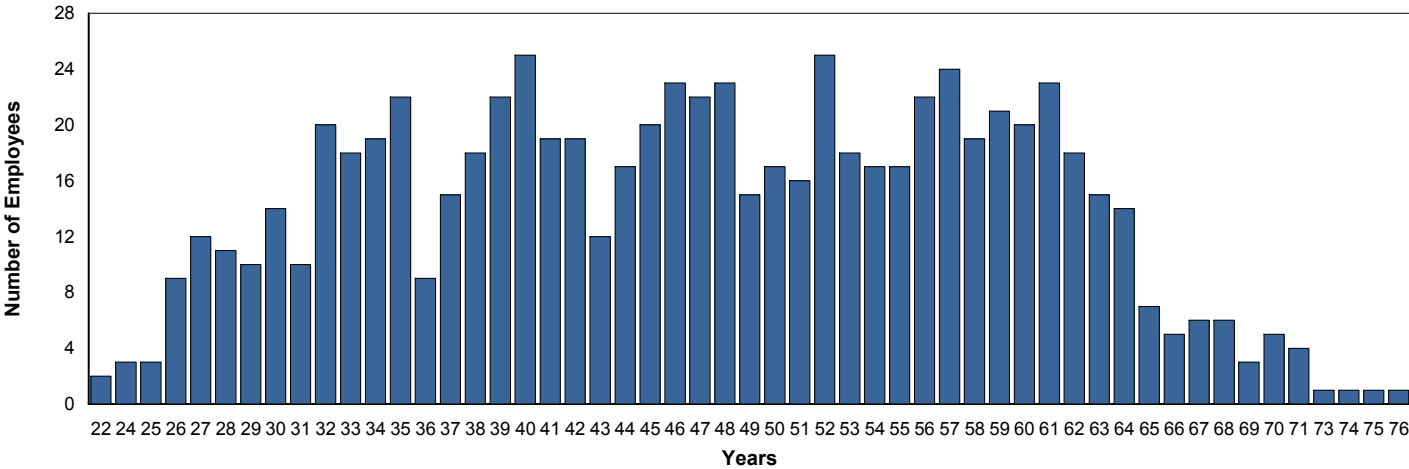
For 400



Average Age

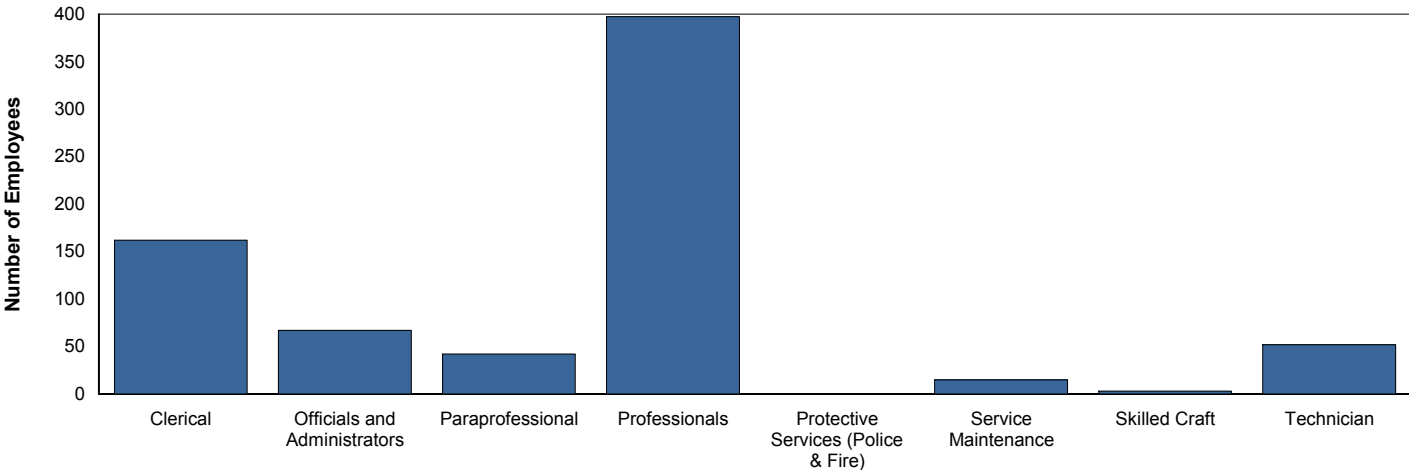
Avg Age= 47.19

For 400

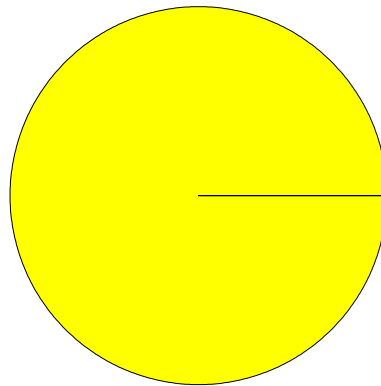


EEO Job Categories

For 400



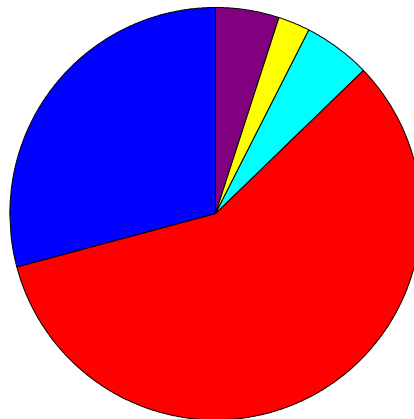
Internal Turnover



Transfer	2	100.0%
Total:	2	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

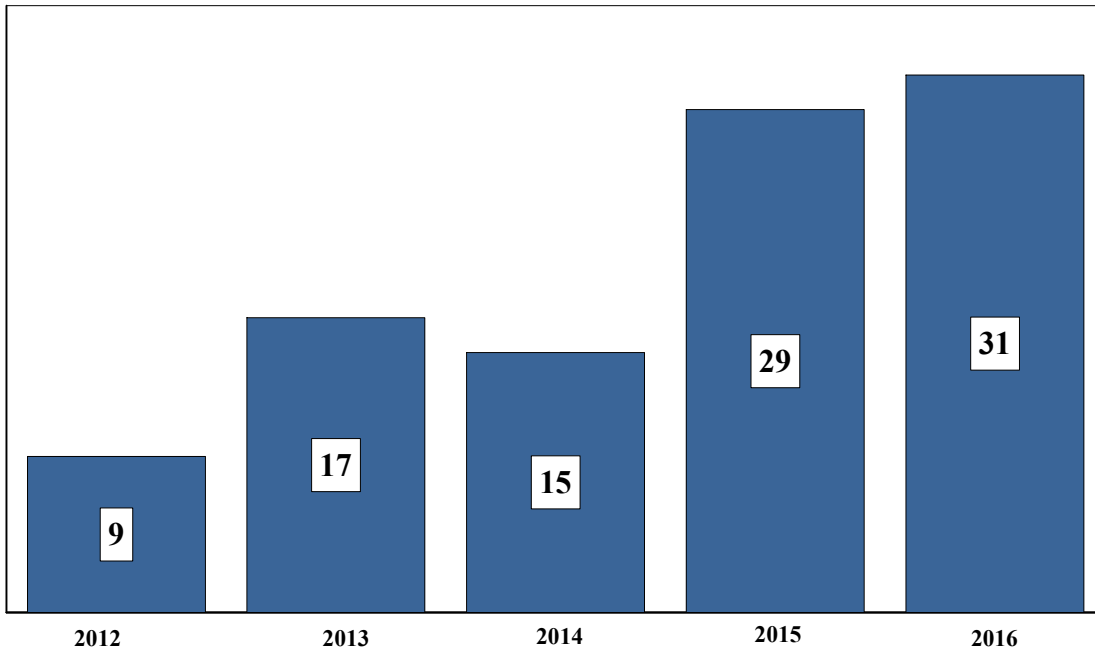


Disciplinary Action	4	5.1%
Other	2	2.5%
Reduction in Force	4	5.1%
Resignation	46	58.2%
Retirement	23	29.1%
Total:	79	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Board of Education



- Currently there are a total of 99 employees eligible to retire, which is 13.41% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Corrections

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Corrections

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

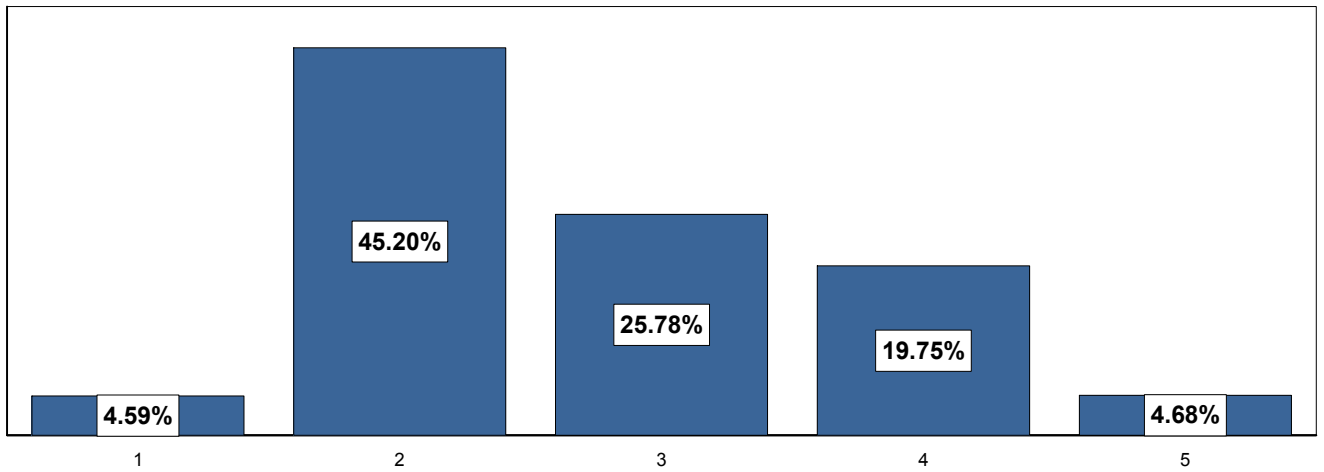
*It is critical to note that this report profiles the state’s “core” workforce rather than the “total” state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The “non-core” workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	2,190	
Total core employees:	2,157	
	98%	of the workforce
Total career service employees:	2,139	
	99%	of the core workforce
	98%	of the total workforce
Total schedule AD, AR, AW and AT:	18	
	1%	of the core workforce
	1%	of the total workforce
Gender composition of total workforce:	27.2%	Females
	72.8%	Males
Gender composition of core workforce:	26.7%	Females
	73.3%	Males

Quartile Distribution

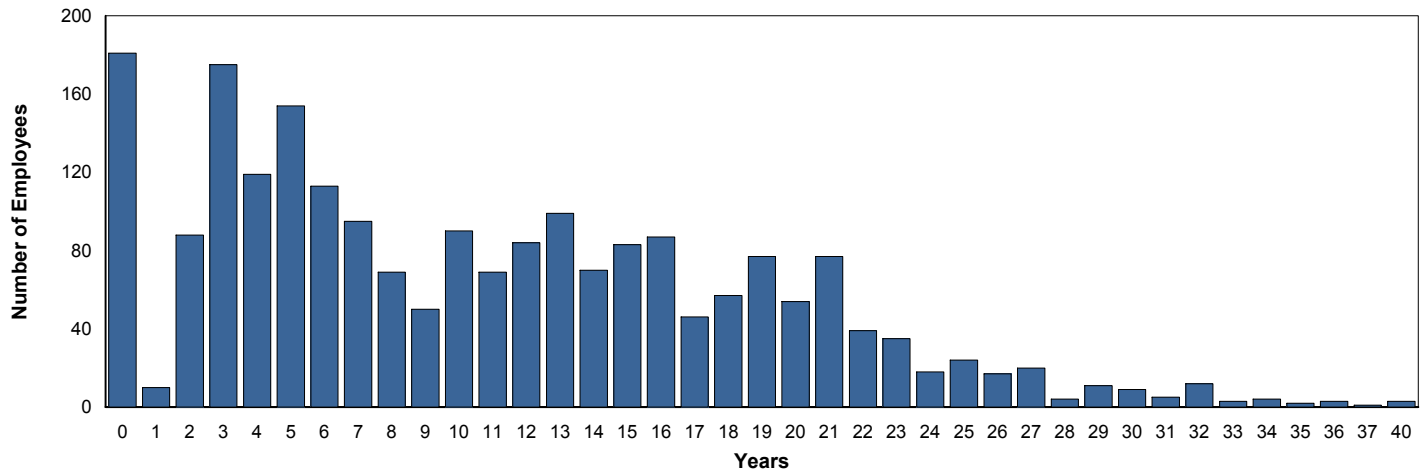
For 410



Years of Service

Avg Years = 11.31

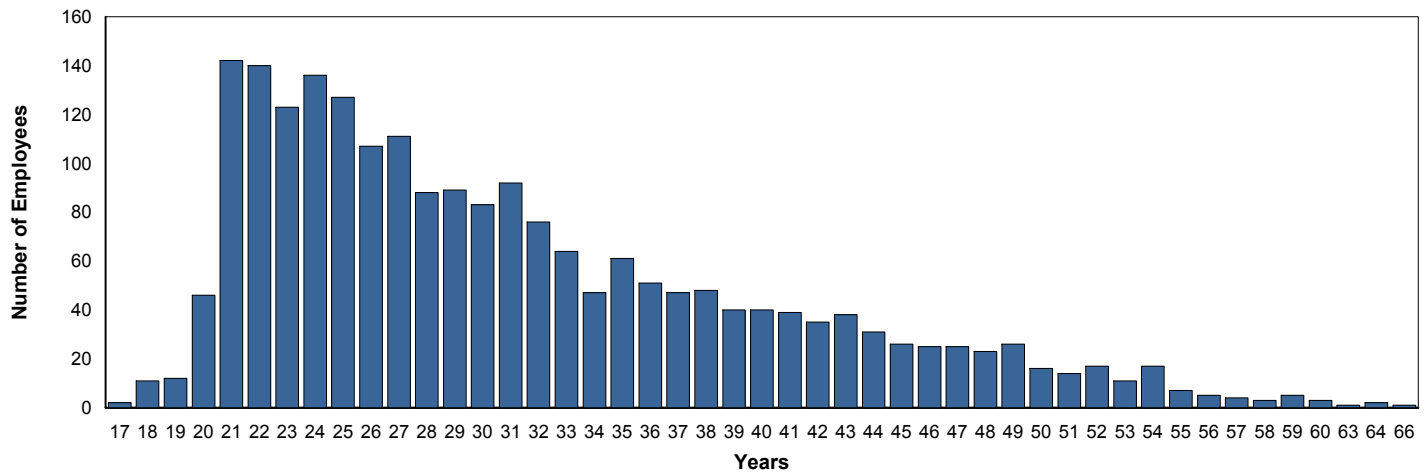
For 410



Age When Hired

Avg Age= 32.71

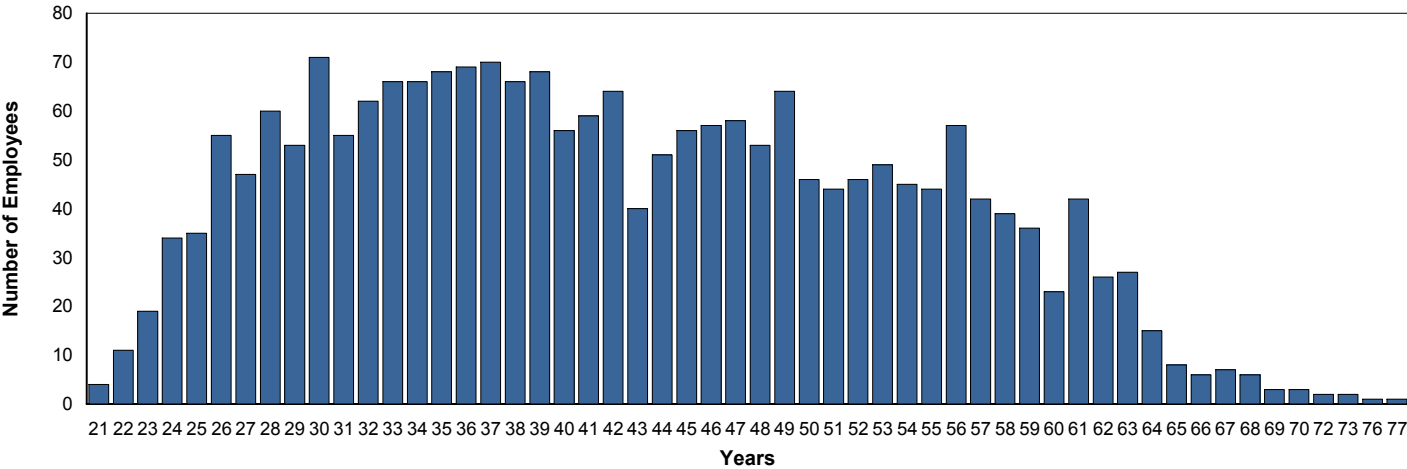
For 410



Average Age

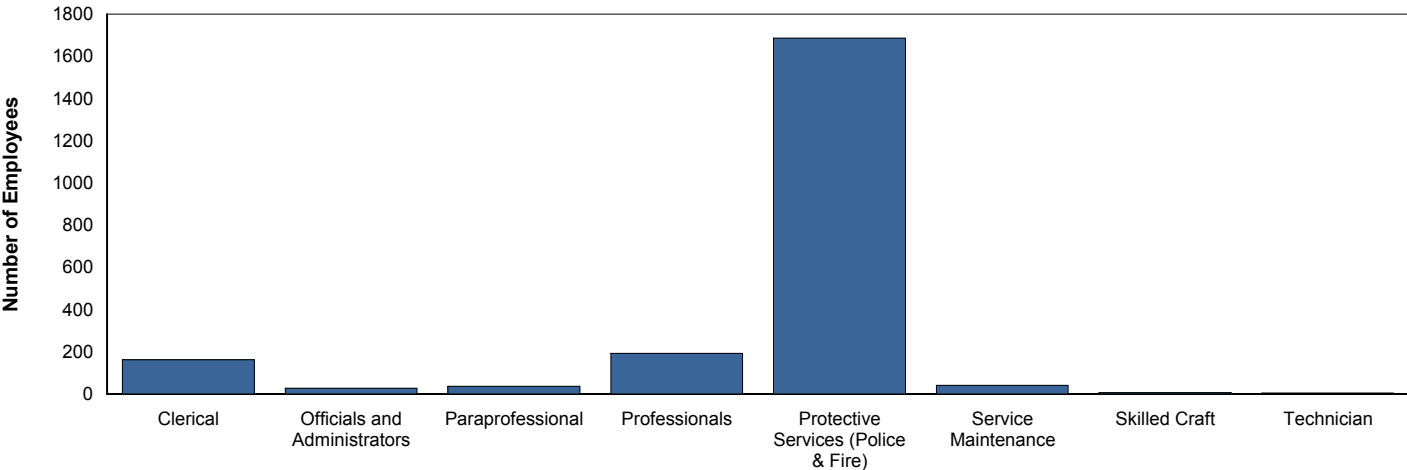
Avg Age= 42.33

For 410

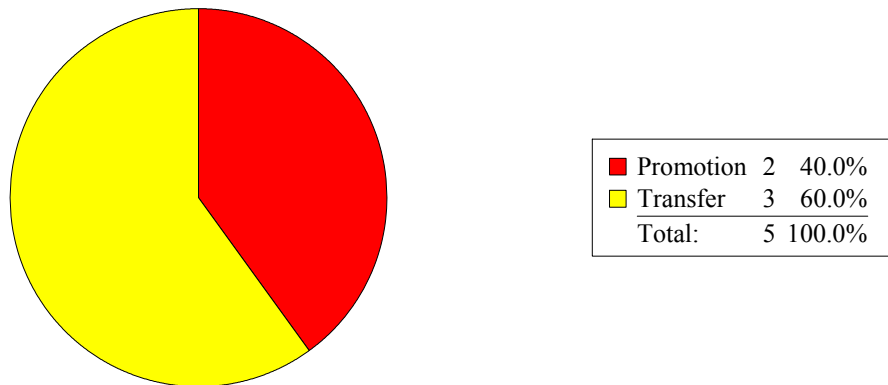


EEO Job Categories

For 410

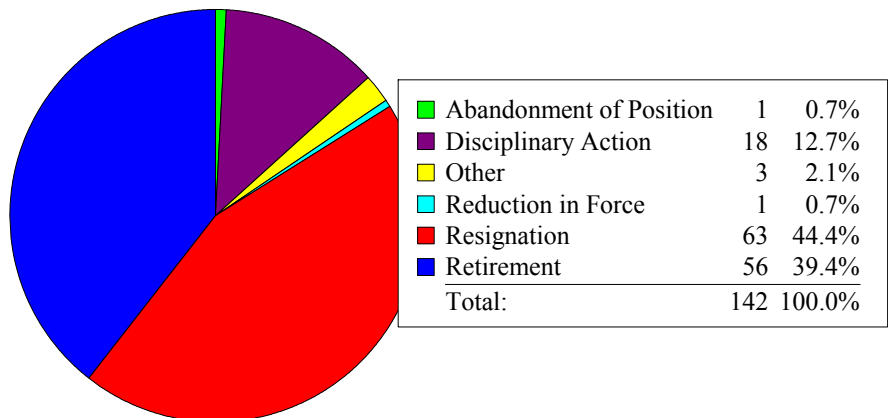


Internal Turnover



Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

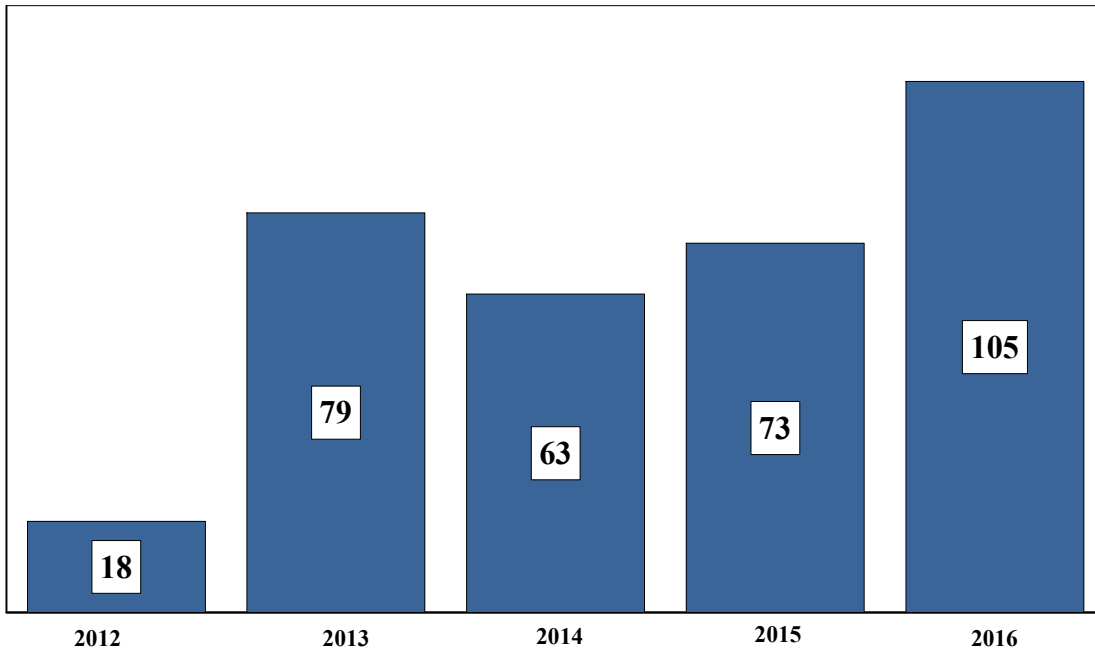
External Turnover



External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Corrections



- Currently there are a total of 325 employees eligible to retire, which is 15.07% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Environmental Quality

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Environmental Quality

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

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This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

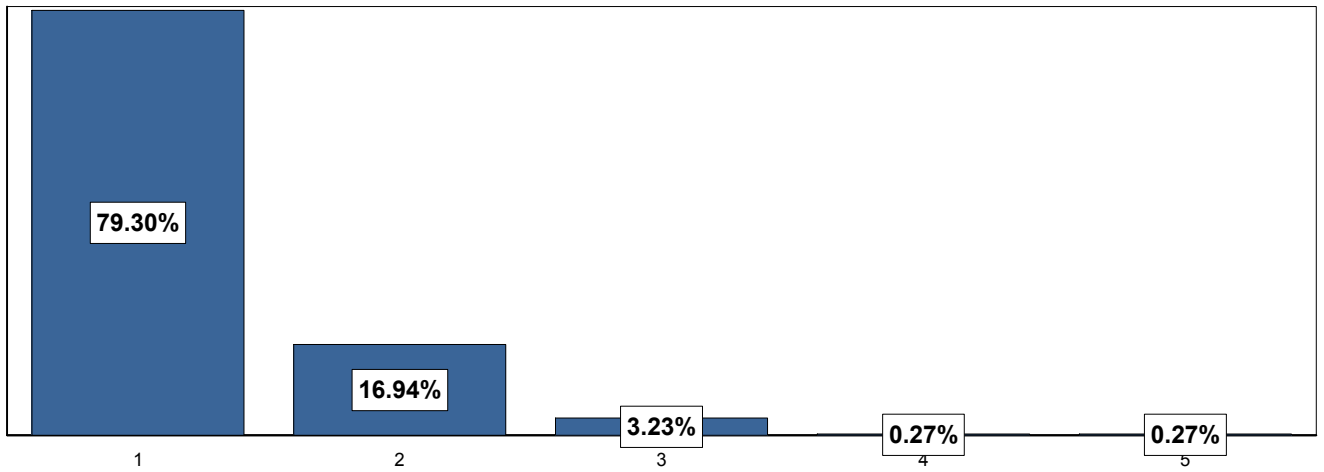
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	436	
Total core employees:	372	
	85%	of the workforce
Total career service employees:	361	
	97%	of the core workforce
	83%	of the total workforce
Total schedule AD, AR, AW and AT:	11	
	3%	of the core workforce
	3%	of the total workforce
Gender composition of total workforce:	34.9%	Females
	65.1%	Males
Gender composition of core workforce:	36.6%	Females
	63.4%	Males

Quartile Distribution

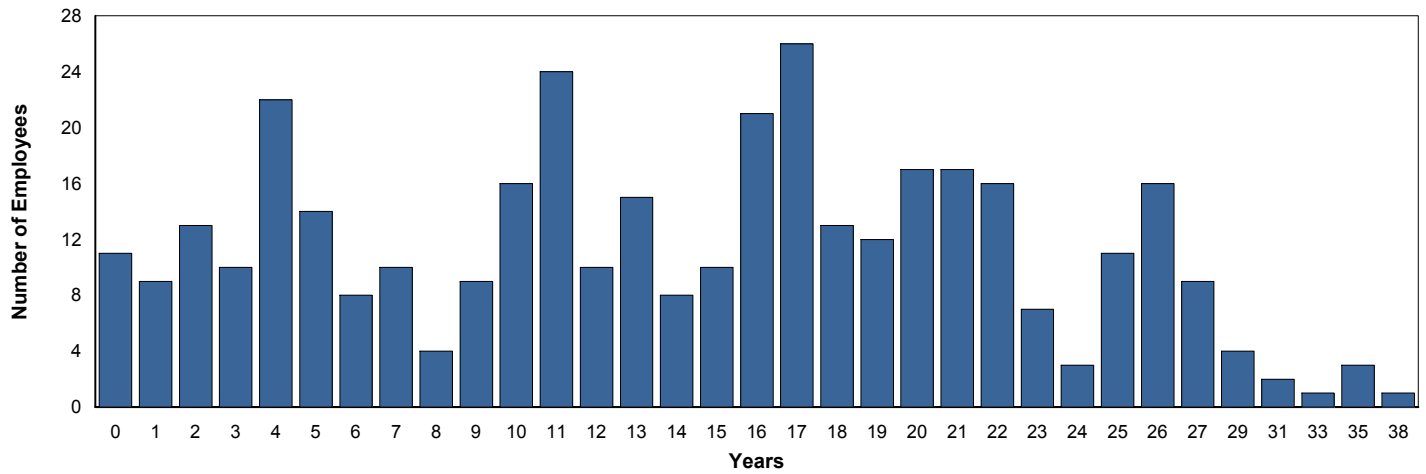
For 480



Years of Service

Avg Years = 14.64

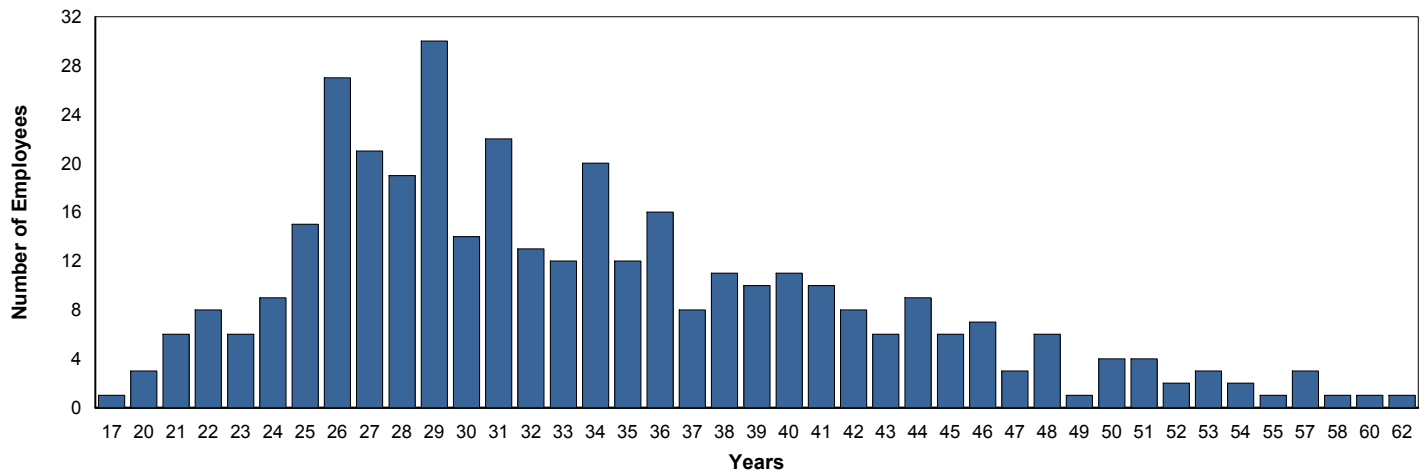
For 480



Age When Hired

Avg Age= 35.28

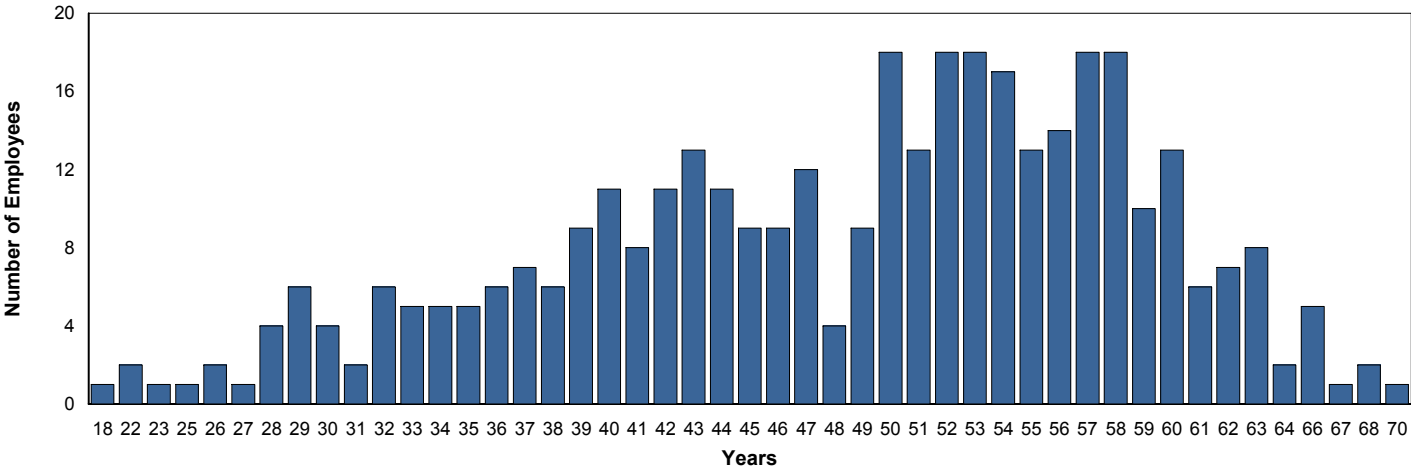
For 480



Average Age

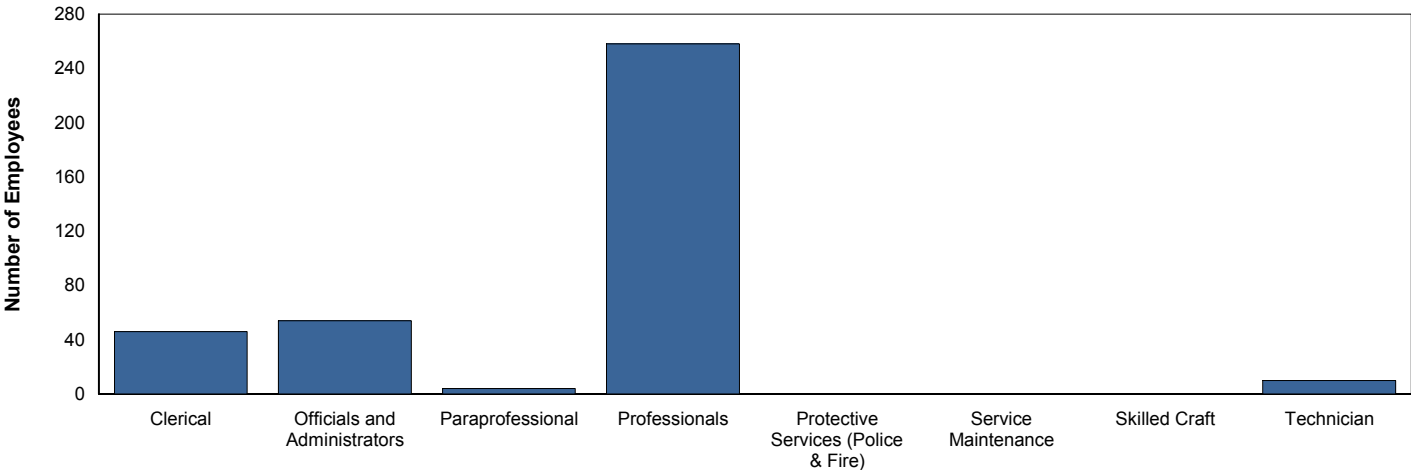
Avg Age= 48.51

For 480

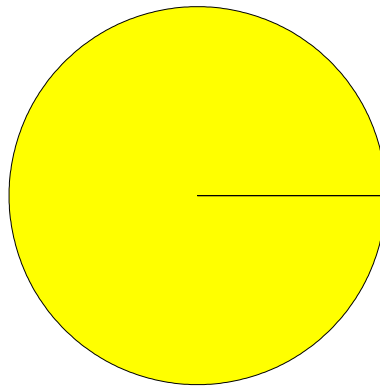


EEO Job Categories

For 480



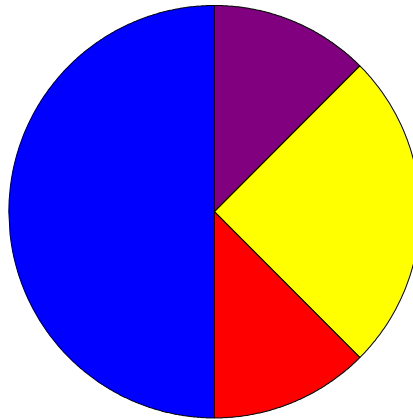
Internal Turnover



Transfer	2	100.0%
Total:	2	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

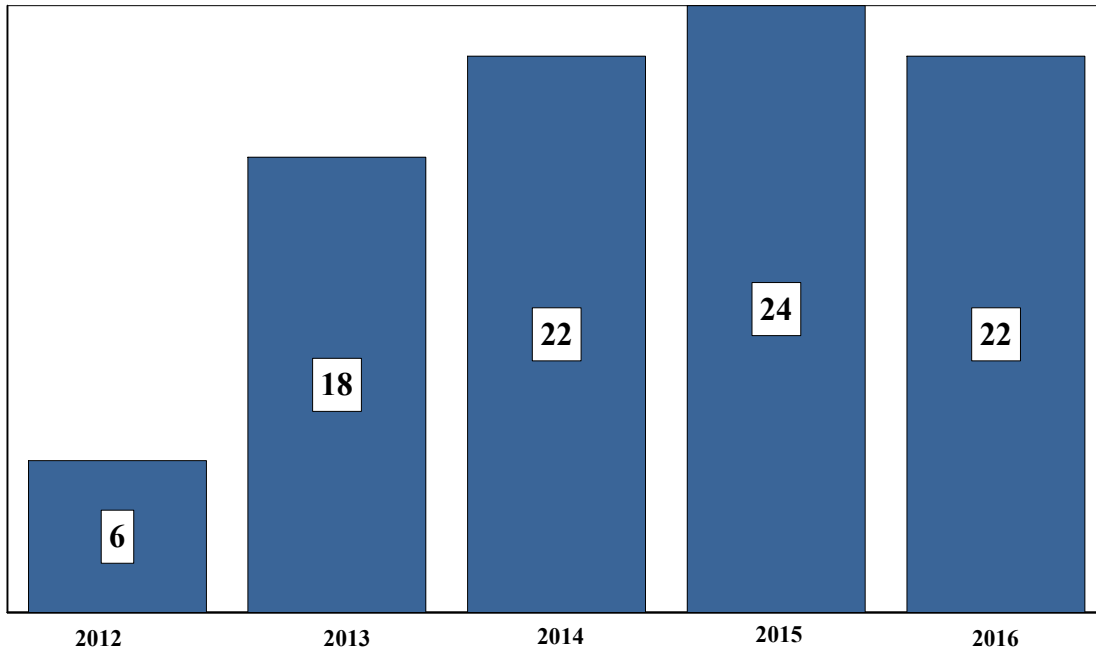


Disciplinary Action	2	12.5%
Other	4	25.0%
Resignation	2	12.5%
Retirement	8	50.0%
Total:	16	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Environmental Quality



- Currently there are a total of 61 employees eligible to retire, which is 16.40% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Sch & Inst Trust Lands Ad

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Sch & Inst Trust Lands Ad

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

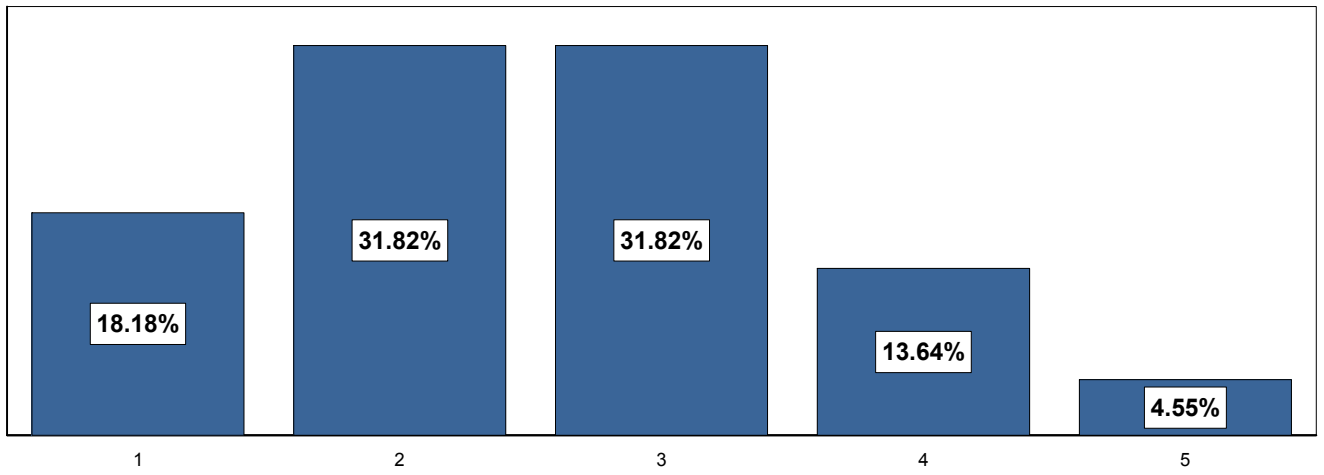
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Total employees, core and non-core:	82	
Total core employees:	22	
	27%	of the workforce
Total career service employees:	22	
	100%	of the core workforce
	27%	of the total workforce
Total schedule AD, AR, AW and AT:	0	
	0%	of the core workforce
	0%	of the total workforce
Gender composition of total workforce:	41.5%	Females
	58.5%	Males
Gender composition of core workforce:	86.4%	Females
	13.6%	Males

Quartile Distribution

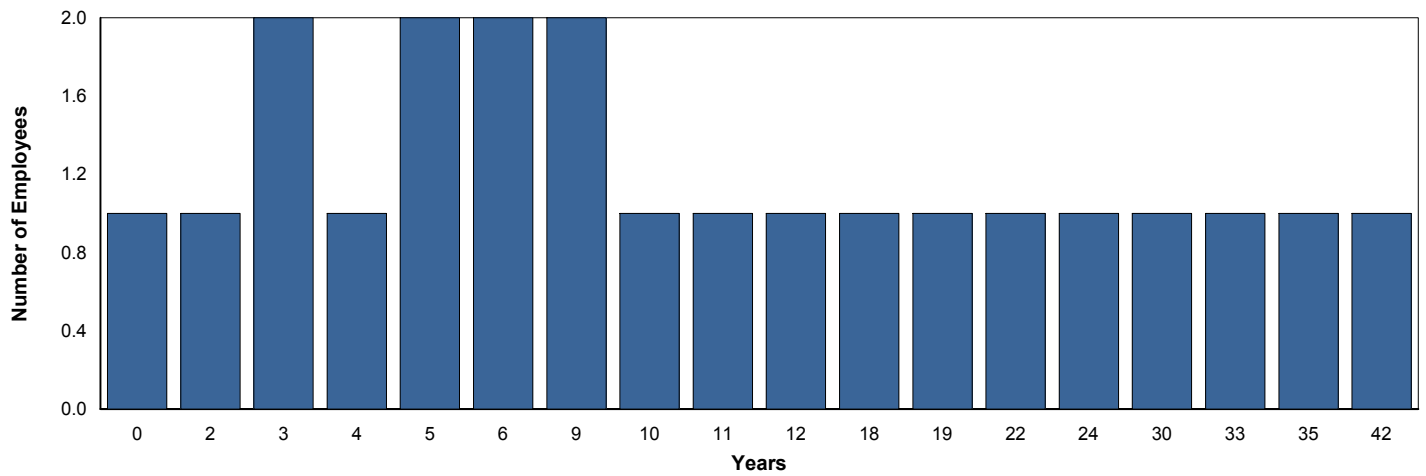
For 550



Years of Service

Avg Years = 14.46

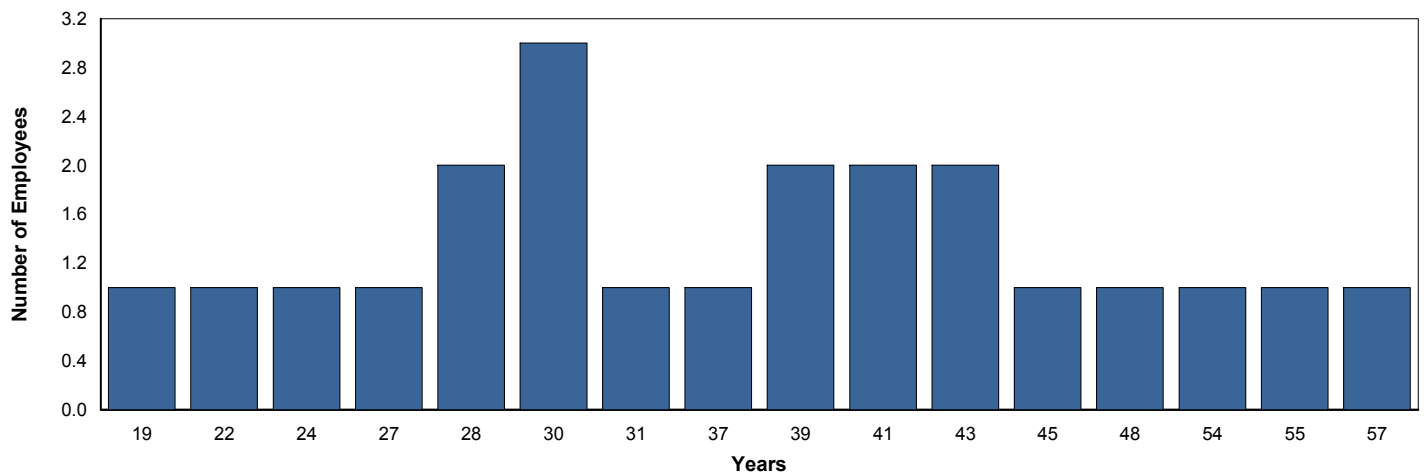
For 550



Age When Hired

Avg Age= 38.38

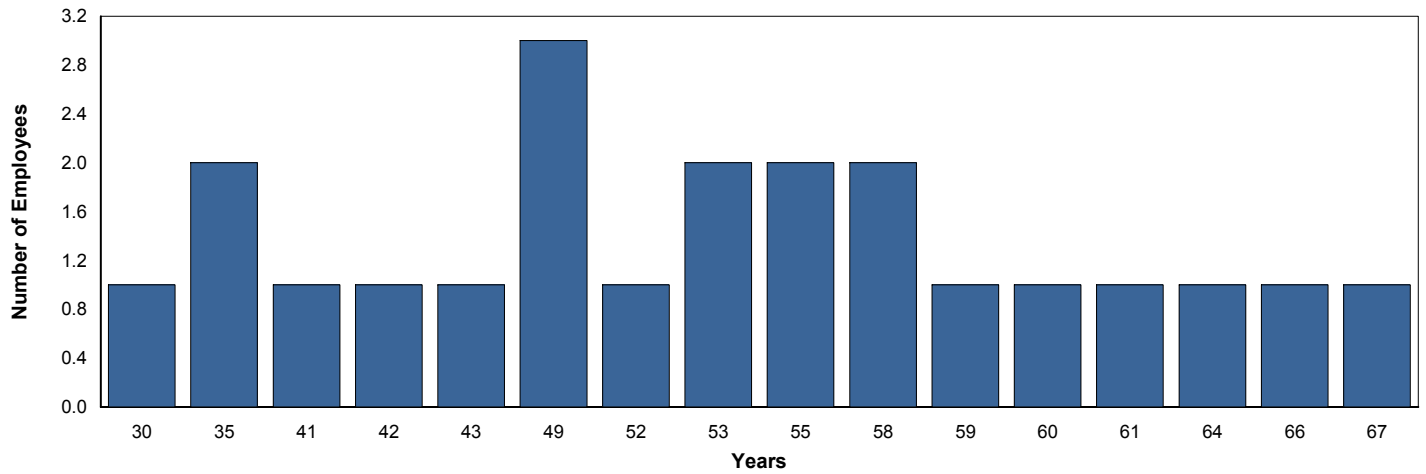
For 550



Average Age

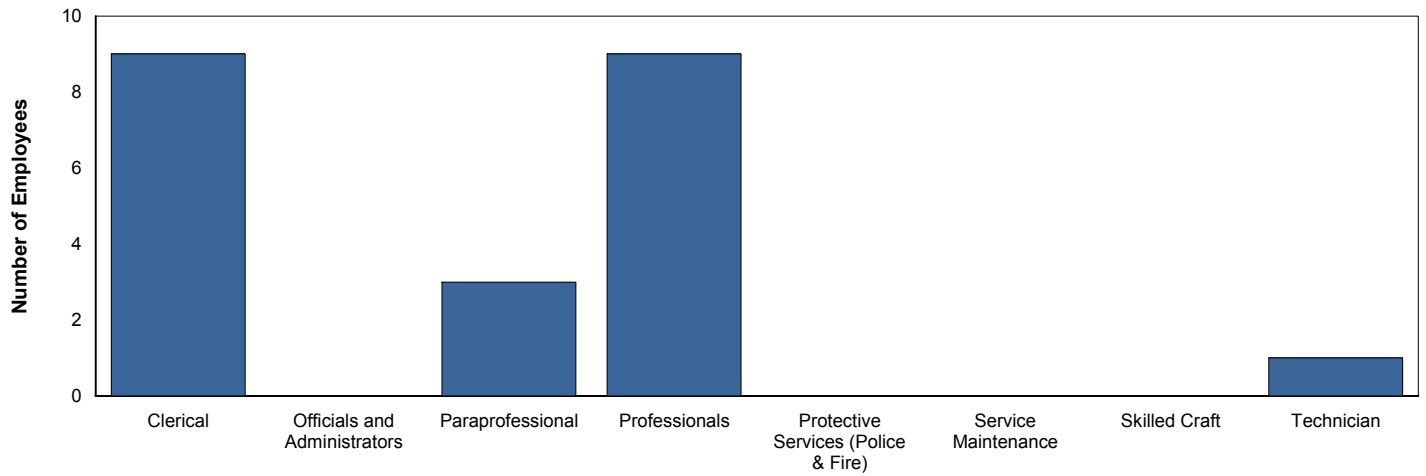
Avg Age= 51.55

For 550



EEO Job Categories

For 550

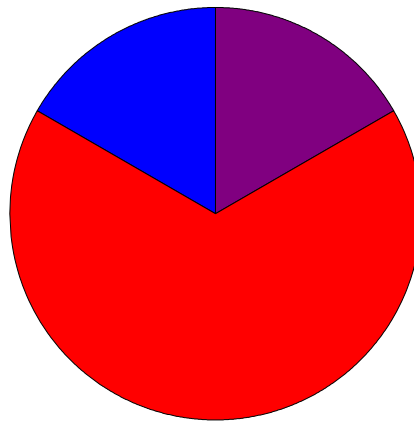


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

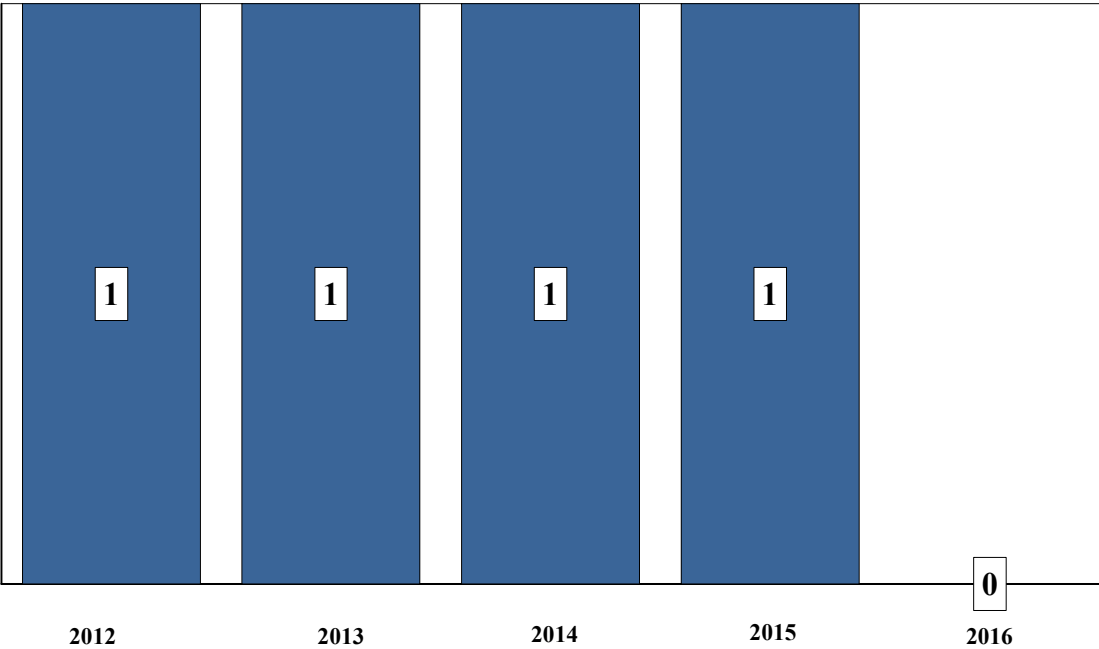
External Turnover



■	Disciplinary Action	1	16.7%
■	Resignation	4	66.7%
■	Retirement	1	16.7%
Total:		6	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility
Sch & Inst Trust Lands Ad



- Currently there are a total of 6 employees eligible to retire, which is 27.27% of the total core employees.
- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Natural Resources

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Natural Resources

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

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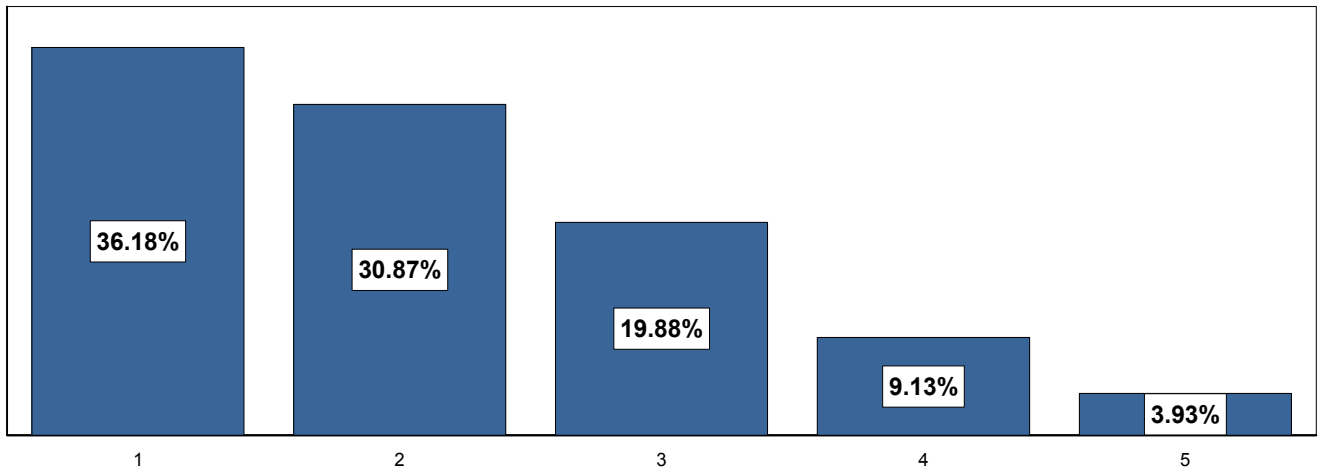
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	1,815	
Total core employees:	865	
	48%	of the workforce
Total career service employees:	853	
	99%	of the core workforce
	47%	of the total workforce
Total schedule AD, AR, AW and AT:	12	
	1%	of the core workforce
	1%	of the total workforce
Gender composition of total workforce:	26.6%	Females
	73.4%	Males
Gender composition of core workforce:	28.0%	Females
	72.0%	Males

Quartile Distribution

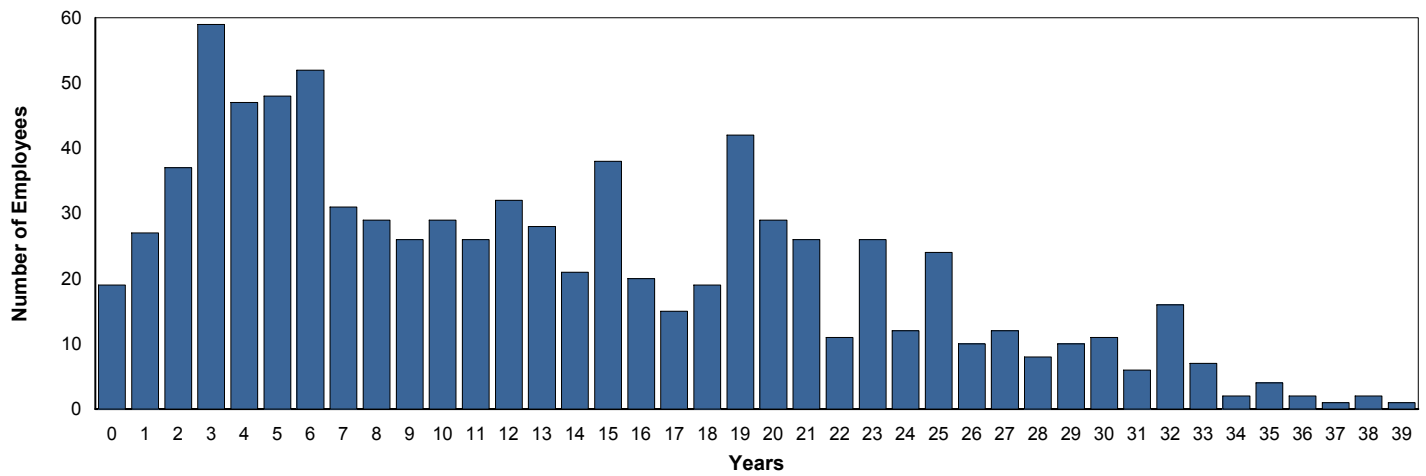
For 560



Years of Service

Avg Years = 13.50

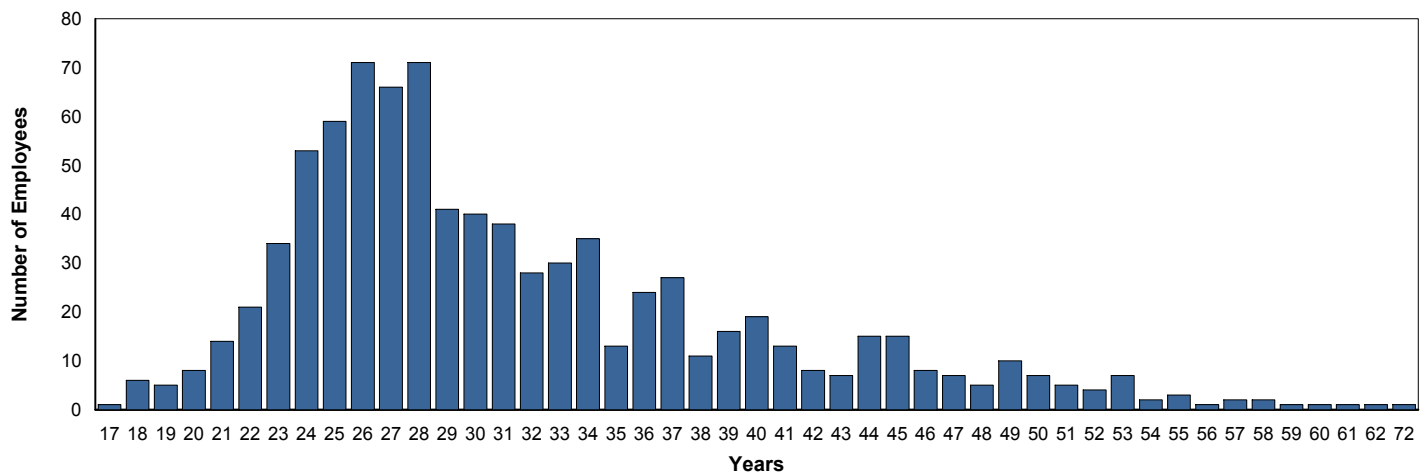
For 560



Age When Hired

Avg Age= 32.73

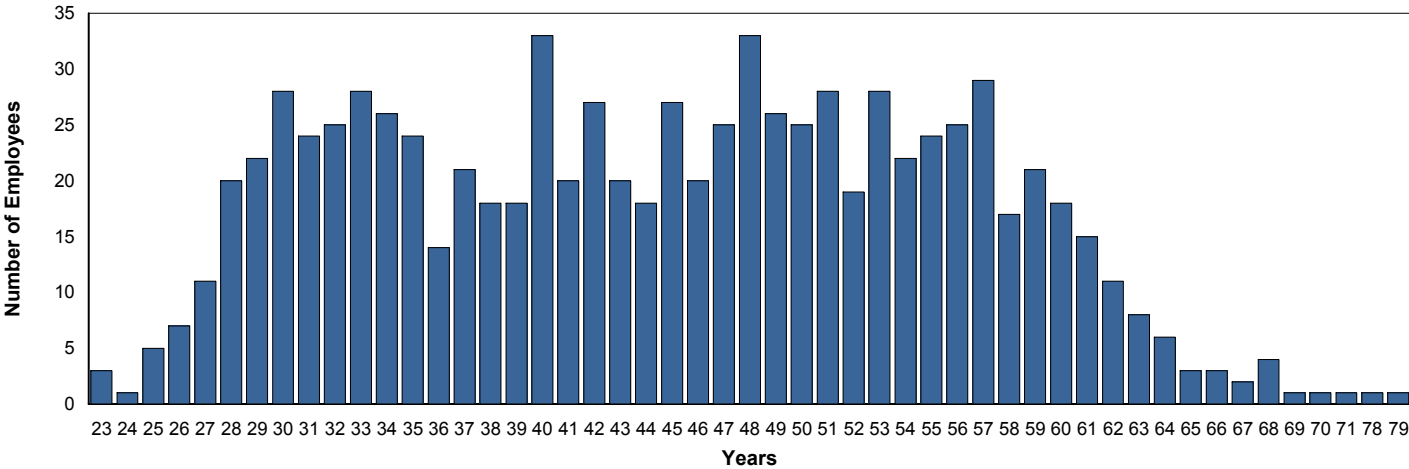
For 560



Average Age

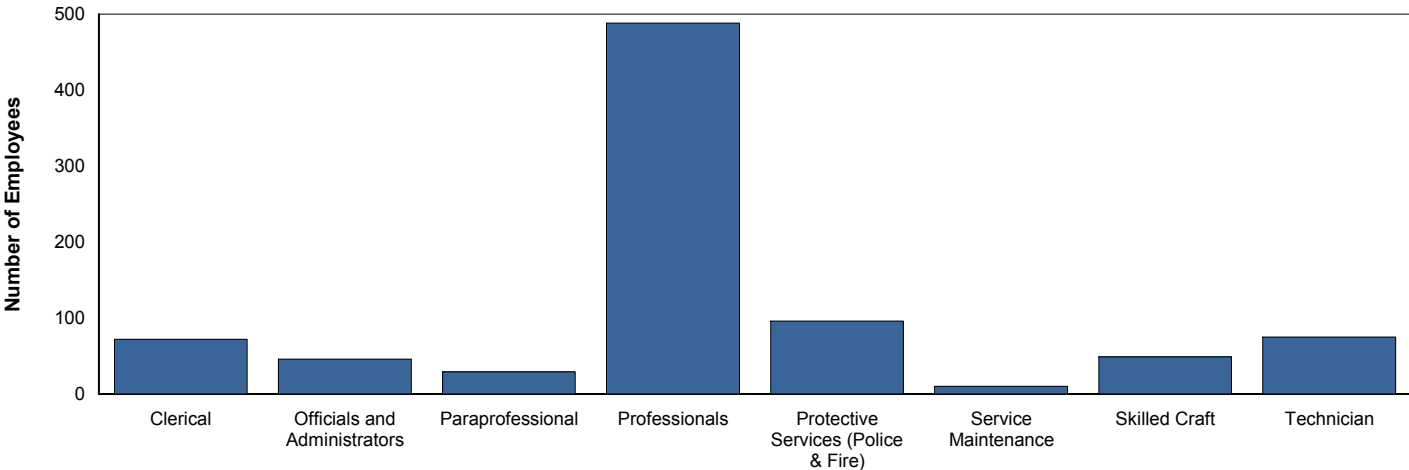
Avg Age= 44.34

For 560

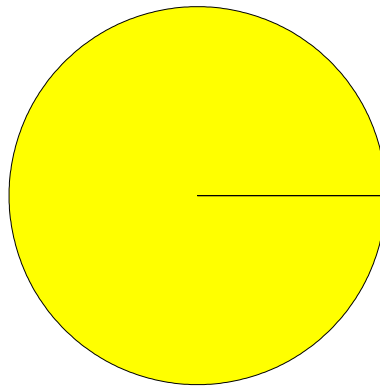


EEO Job Categories

For 560



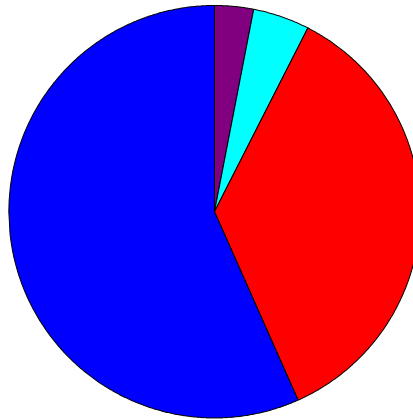
Internal Turnover



Transfer	2	100.0%
Total:	2	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

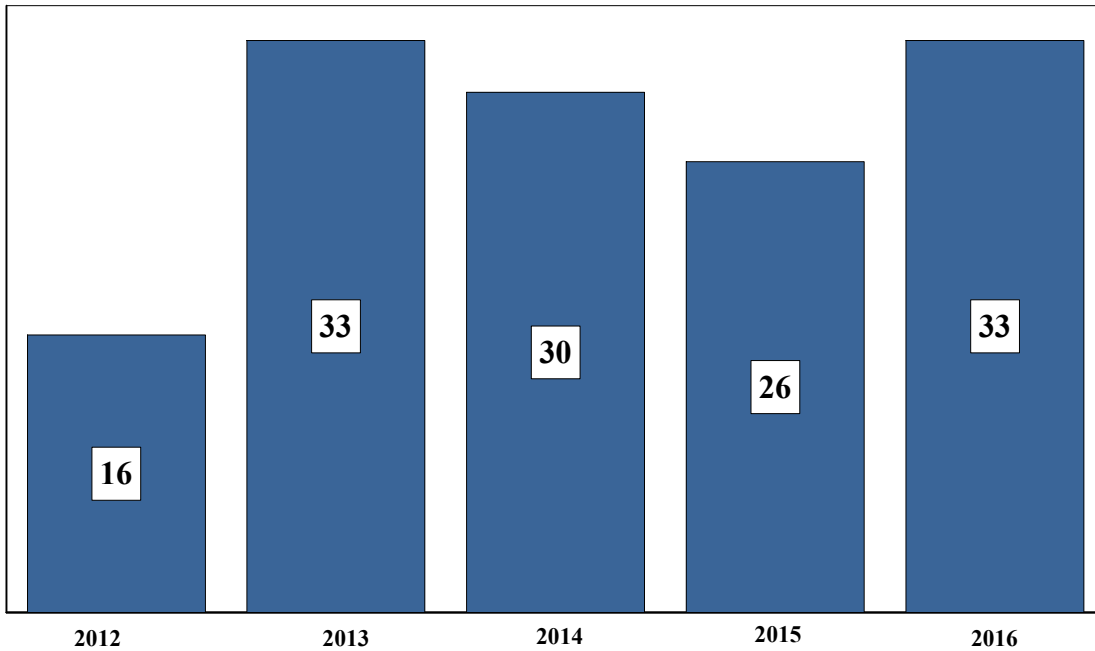


Disciplinary Action	2	3.0%
Reduction in Force	3	4.5%
Resignation	24	35.8%
Retirement	38	56.7%
Total:	67	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Natural Resources



- Currently there are a total of 146 employees eligible to retire, which is 16.88% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Agriculture

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Agriculture

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

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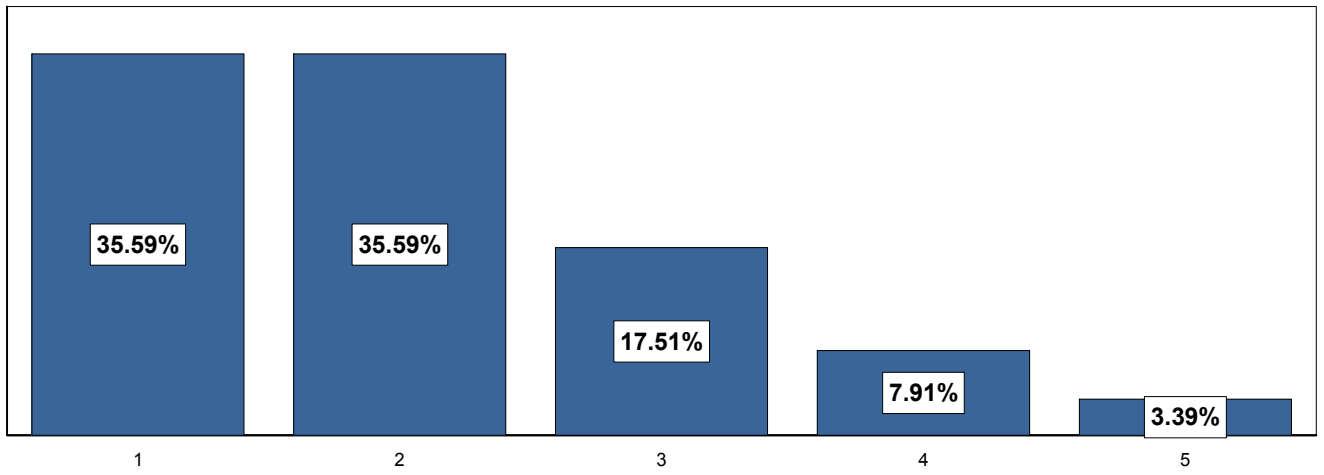
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	494	
Total core employees:	177	
	36%	of the workforce
Total career service employees:	165	
	93%	of the core workforce
	33%	of the total workforce
Total schedule AD, AR, AW and AT:	12	
	7%	of the core workforce
	2%	of the total workforce
Gender composition of total workforce:	17.0%	Females
	83.0%	Males
Gender composition of core workforce:	24.9%	Females
	75.1%	Males

Quartile Distribution

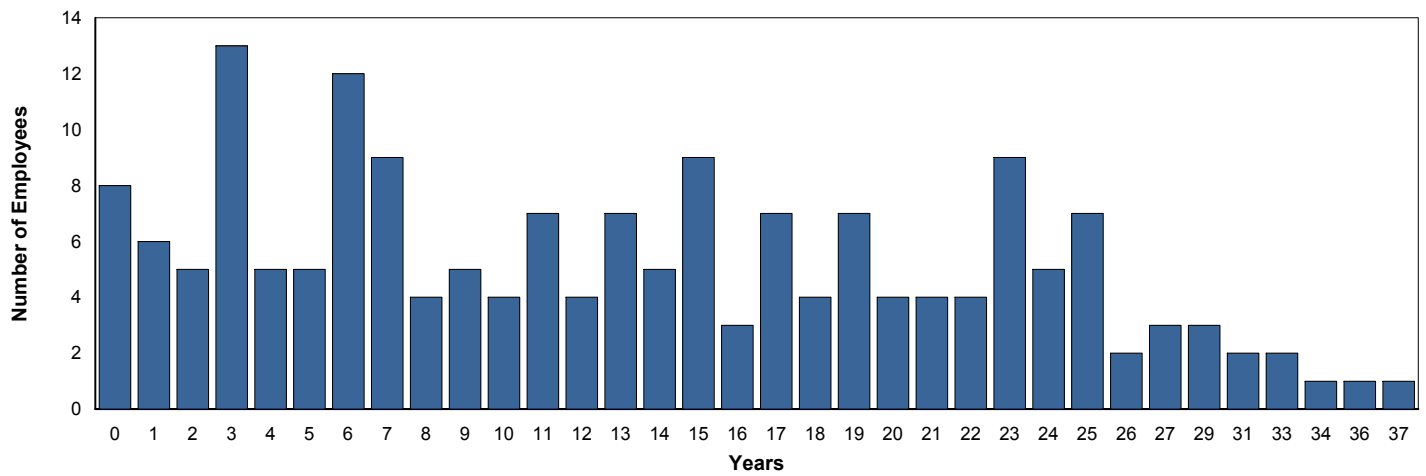
For 570



Years of Service

Avg Years = 13.81

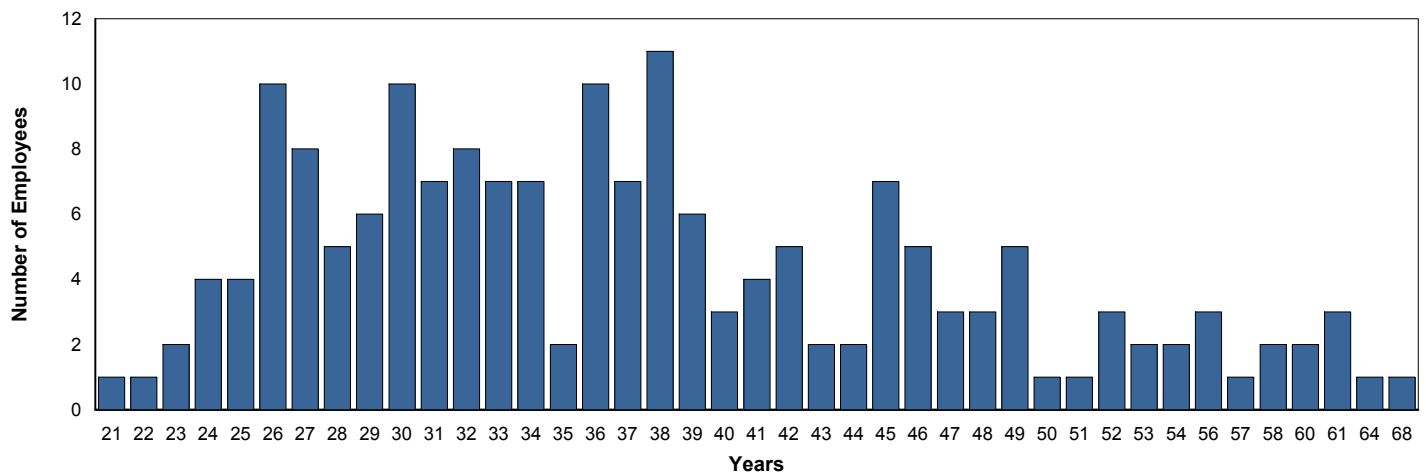
For 570



Age When Hired

Avg Age= 39.04

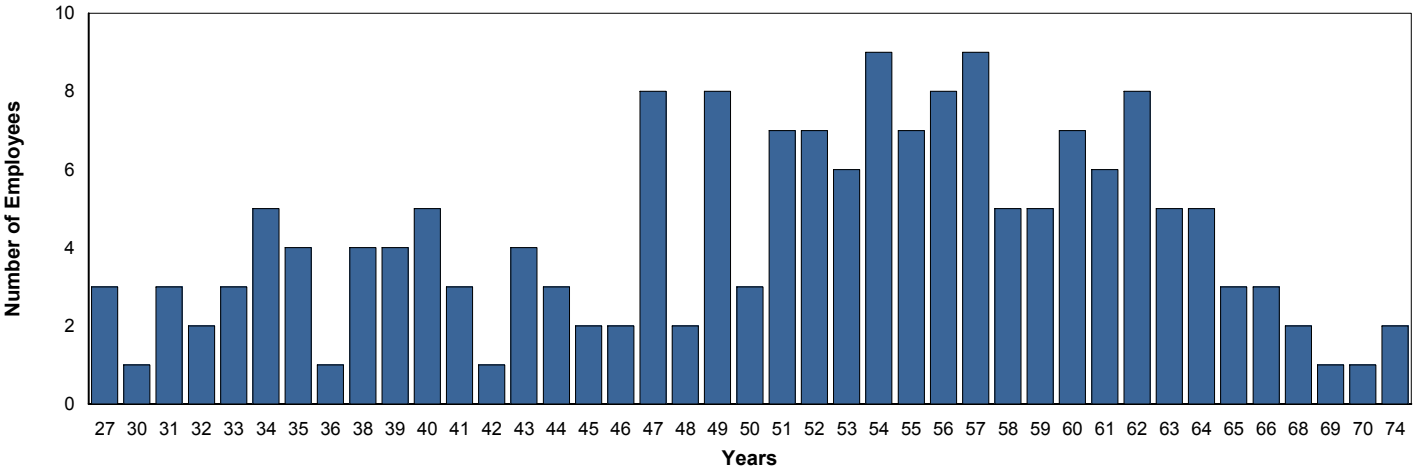
For 570



Average Age

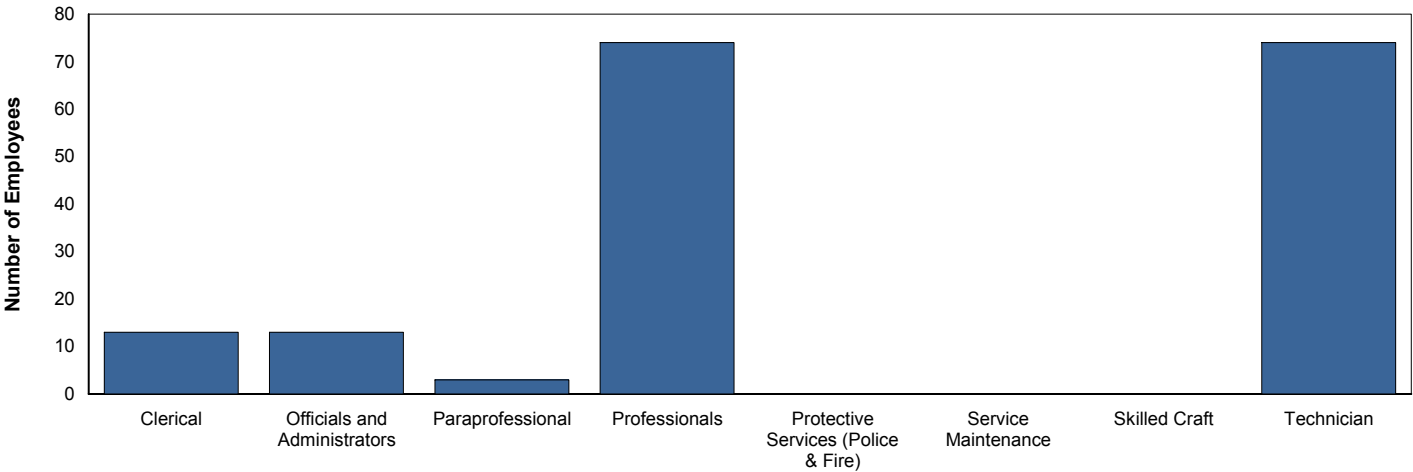
Avg Age= 51.27

For 570



EEO Job Categories

For 570

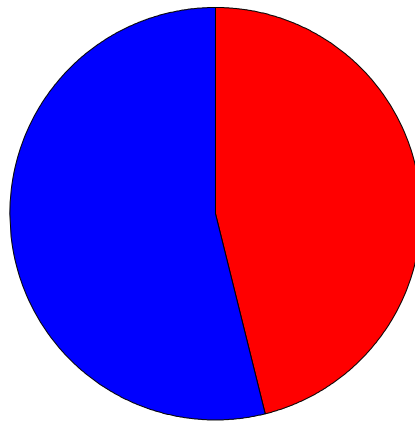


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

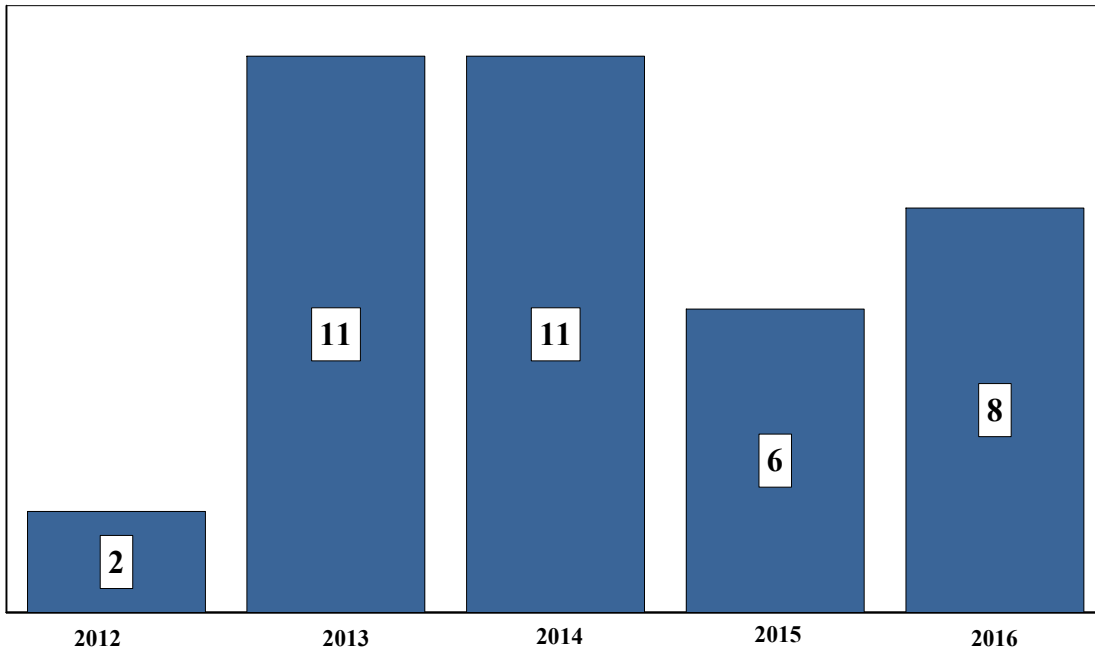


■	Resignation	6	46.2%
■	Retirement	7	53.8%
Total:		13	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Agriculture



- Currently there are a total of 41 employees eligible to retire, which is 23.16% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Workforce Services

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Workforce Services

Workforce Profile Report

FY 2011

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This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

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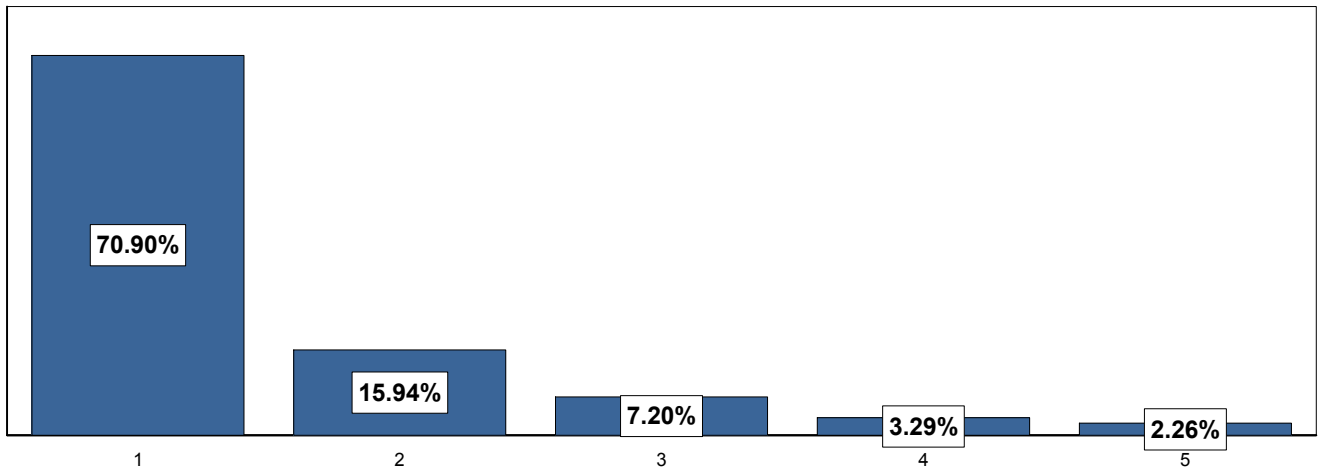
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	2,011	
Total core employees:	1,945	
	97%	of the workforce
Total career service employees:	1,745	
	90%	of the core workforce
	87%	of the total workforce
Total schedule AD, AR, AW and AT:	200	
	10%	of the core workforce
	10%	of the total workforce
Gender composition of total workforce:	68.8%	Females
	31.2%	Males
Gender composition of core workforce:	69.0%	Females
	31.0%	Males

Quartile Distribution

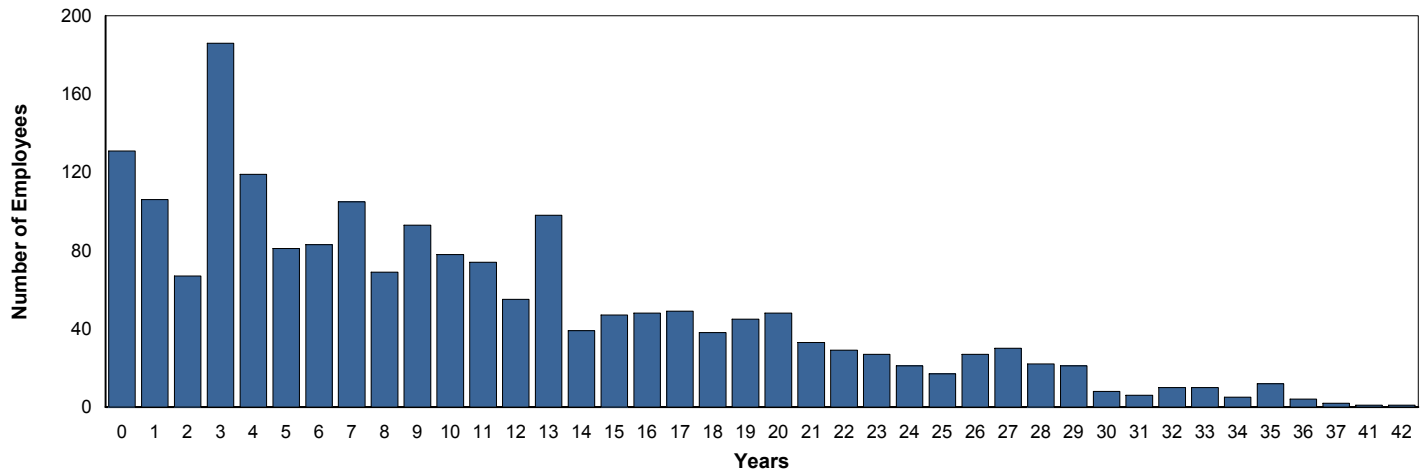
For 600



Years of Service

Avg Years = 11.17

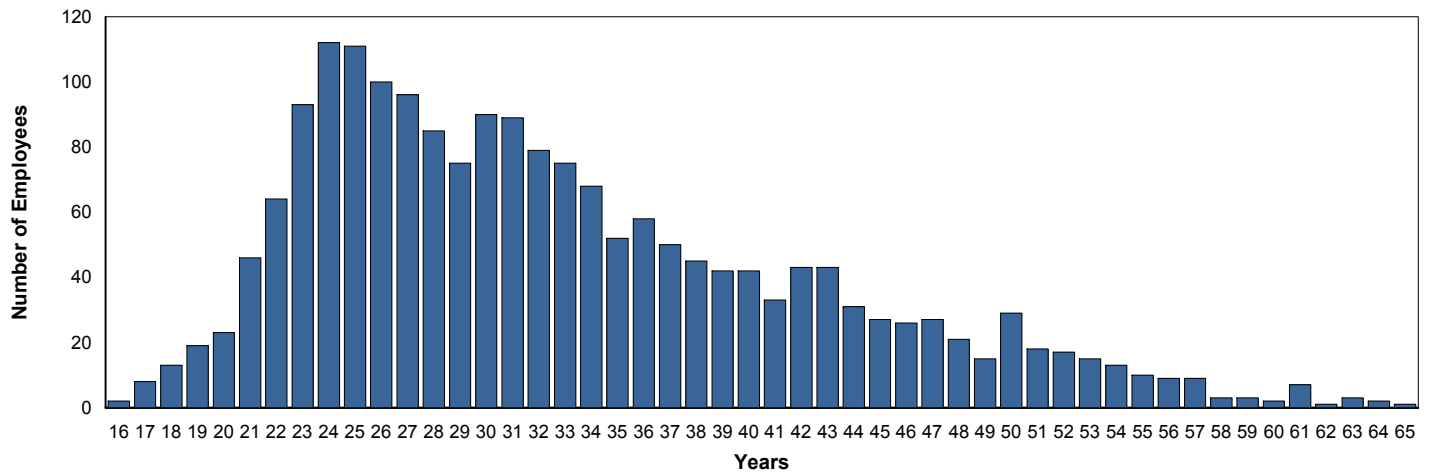
For 600



Age When Hired

Avg Age= 34.38

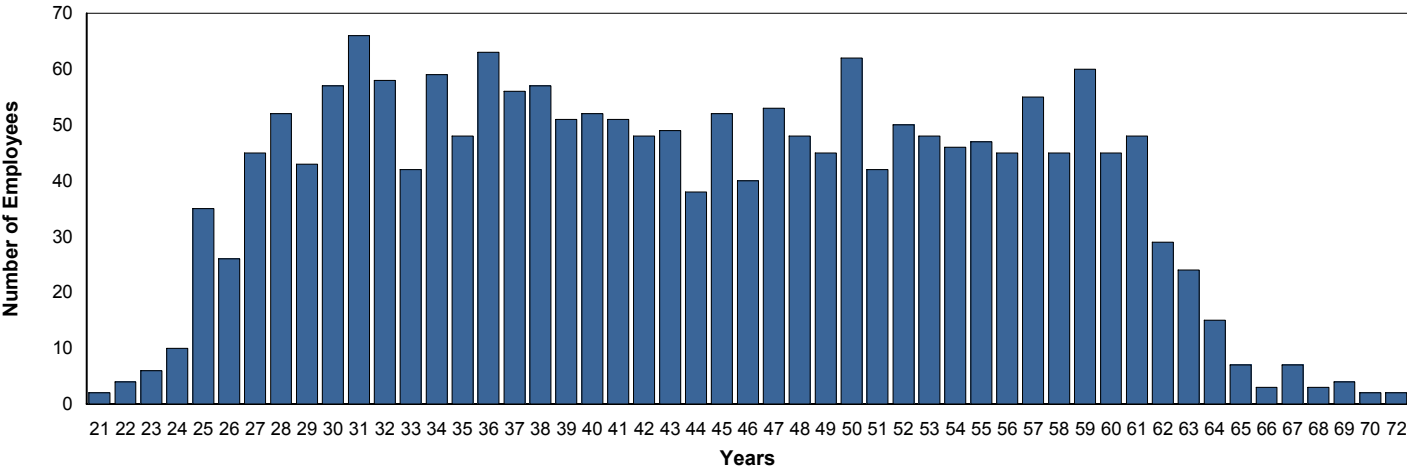
For 600



Average Age

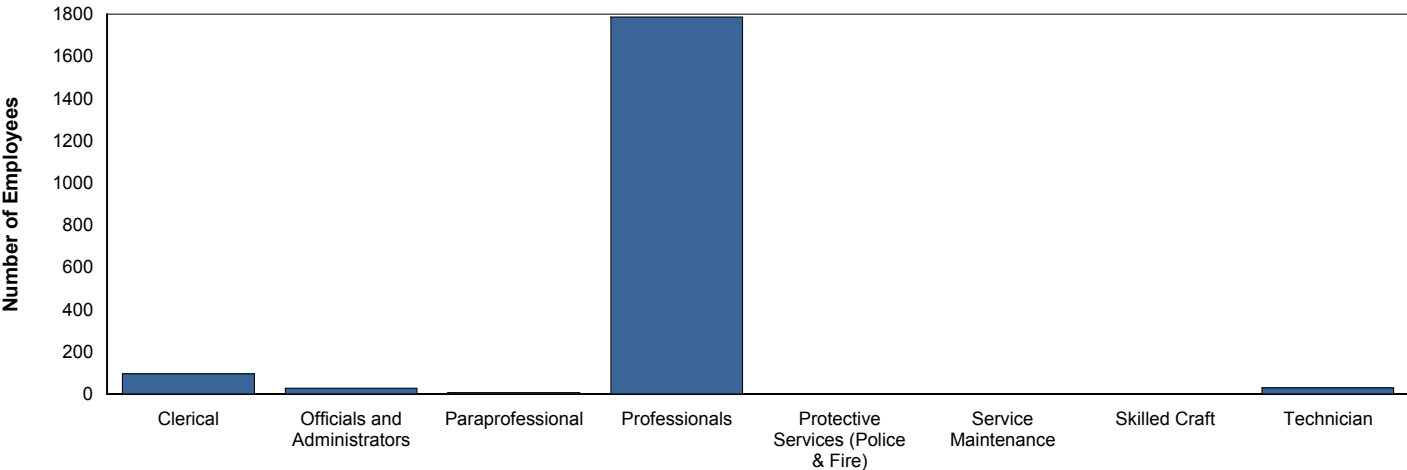
Avg Age= 43.88

For 600

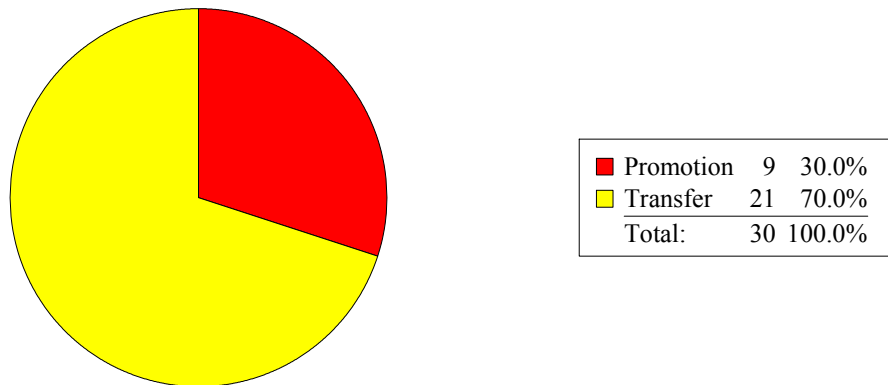


EEO Job Categories

For 600

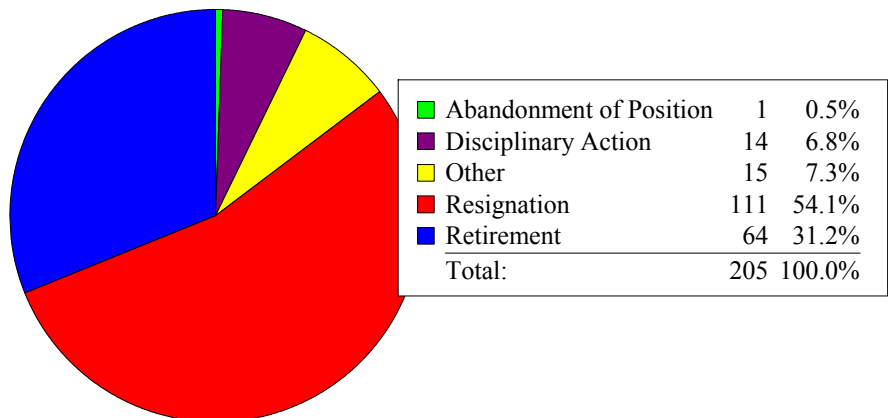


Internal Turnover



Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

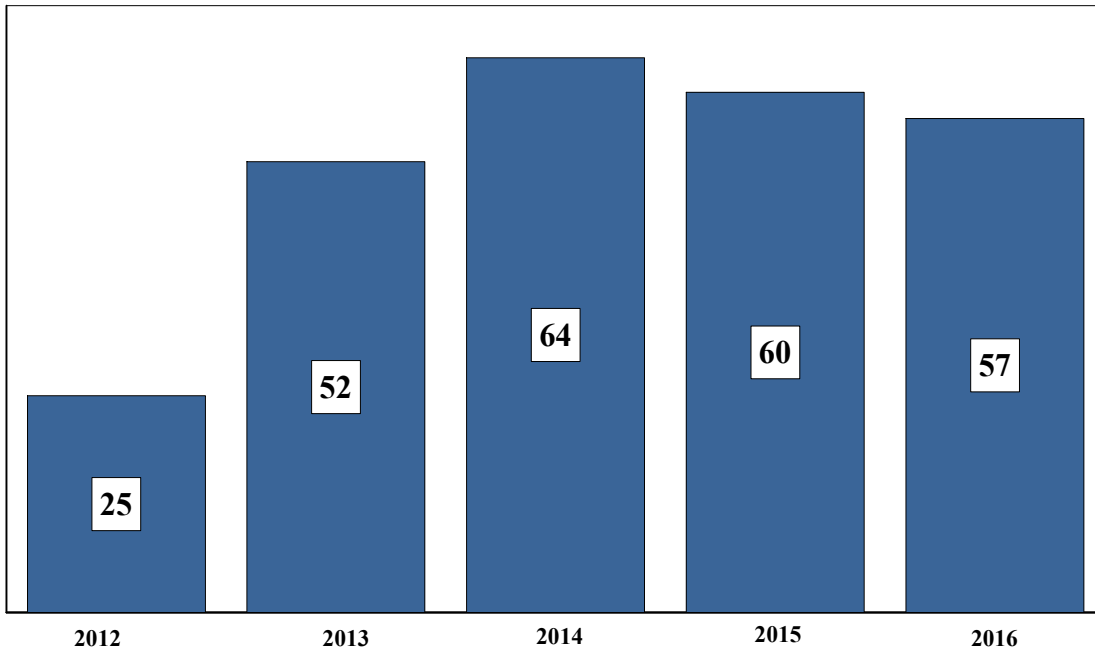
External Turnover



External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Workforce Services



- Currently there are a total of 221 employees eligible to retire, which is 11.36% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Alcoholic Beverage Control

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Alcoholic Beverage Control

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

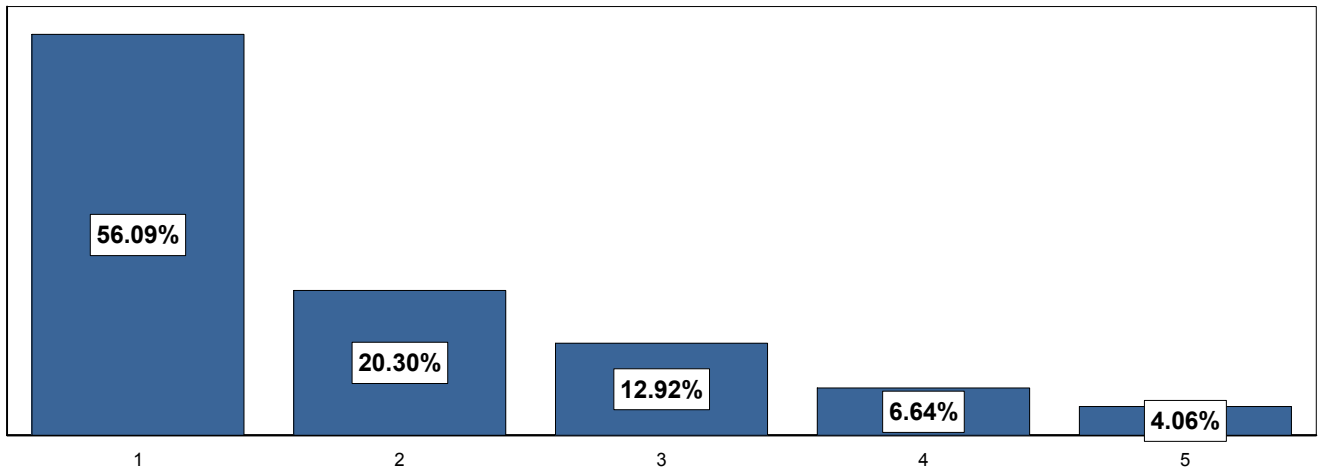
*It is critical to note that this report profiles the state’s “core” workforce rather than the “total” state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The “non-core” workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	585	
Total core employees:	271	
	46%	of the workforce
Total career service employees:	263	
	97%	of the core workforce
	45%	of the total workforce
Total schedule AD, AR, AW and AT:	8	
	3%	of the core workforce
	1%	of the total workforce
Gender composition of total workforce:	39.8%	Females
	60.2%	Males
Gender composition of core workforce:	41.7%	Females
	58.3%	Males

Quartile Distribution

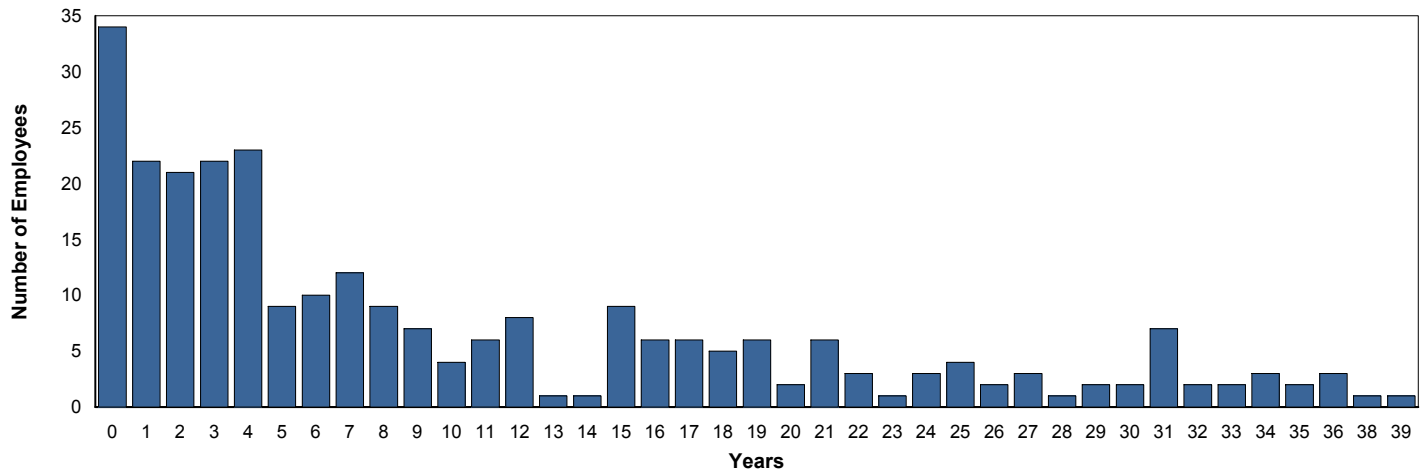
For 650



Years of Service

Avg Years = 10.55

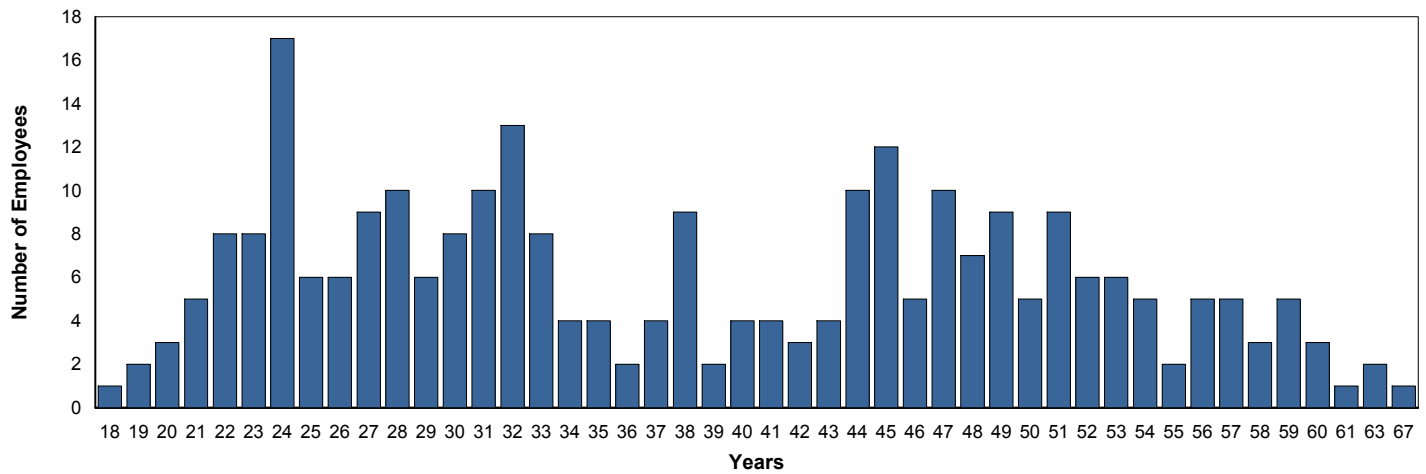
For 650



Age When Hired

Avg Age= 39.90

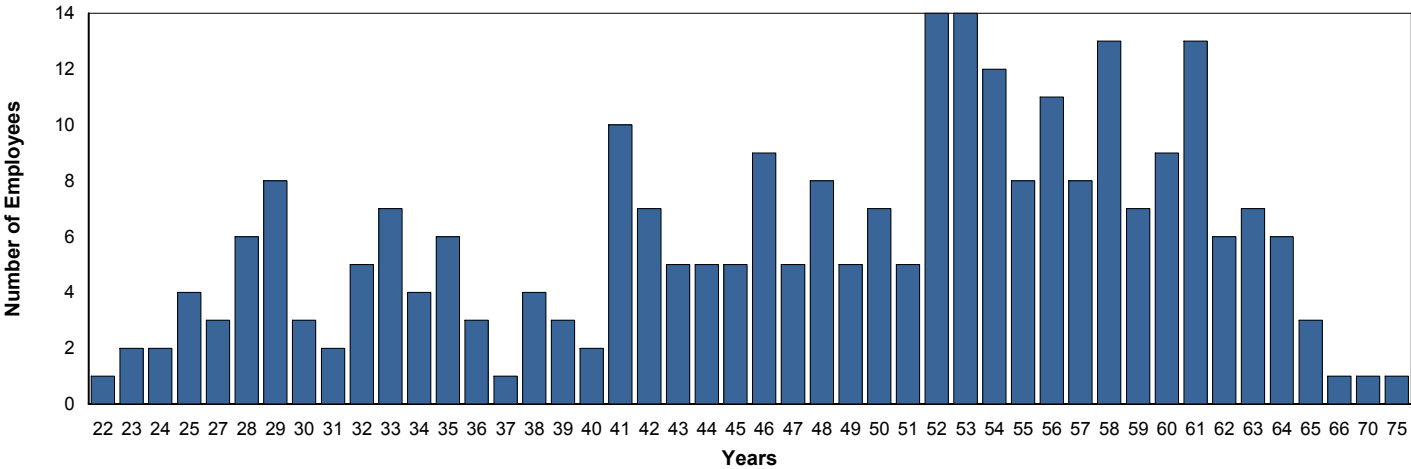
For 650



Average Age

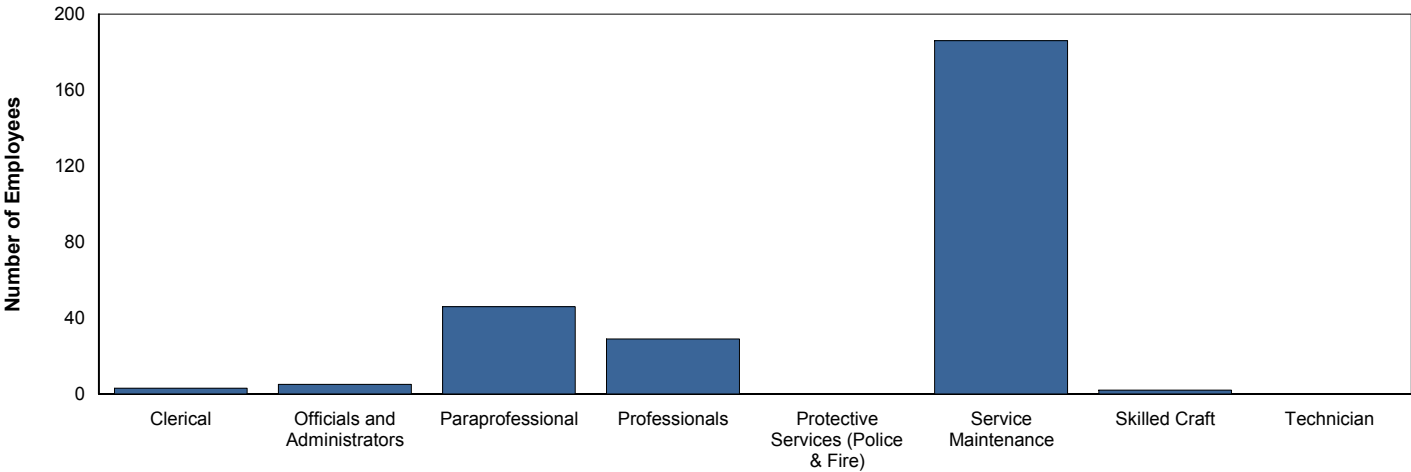
Avg Age= 48.19

For 650



EEO Job Categories

For 650

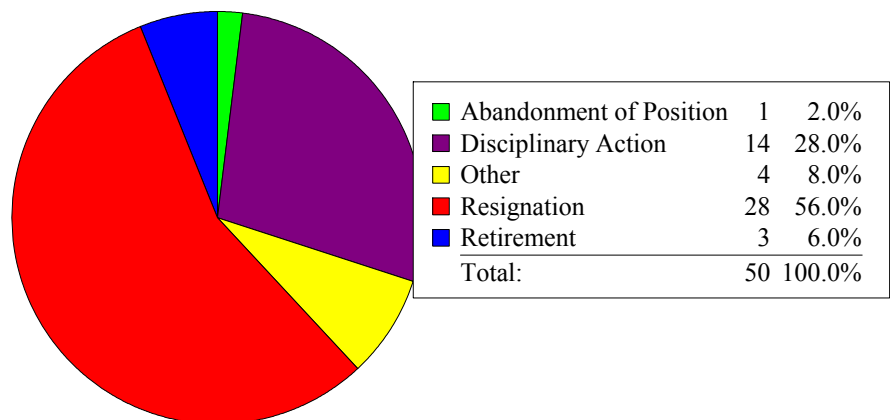


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

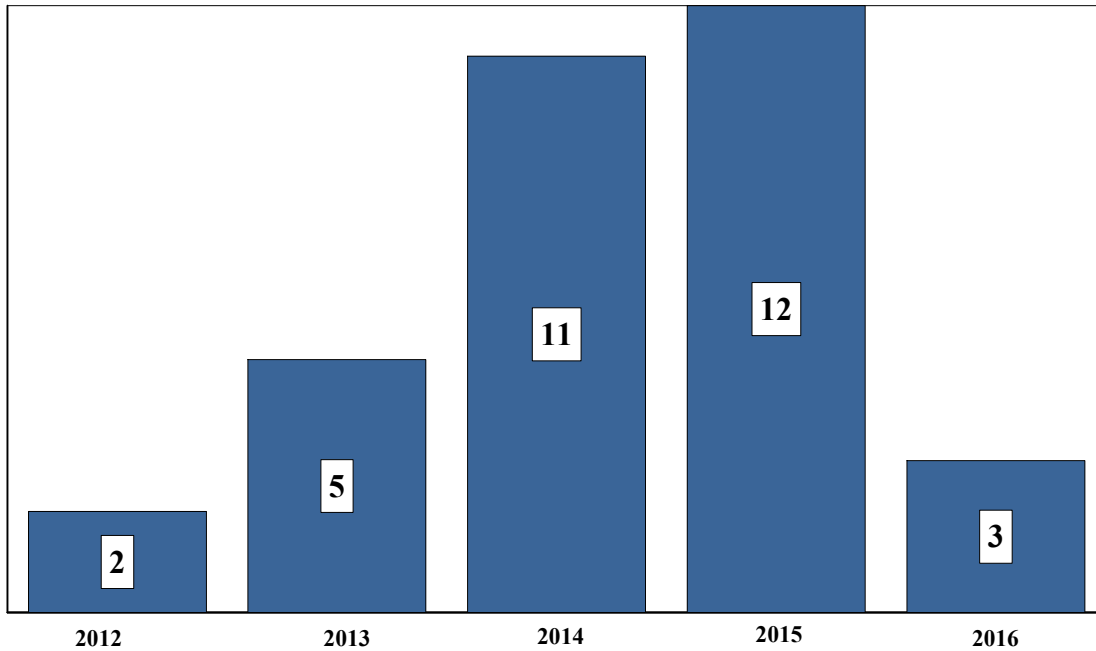
External Turnover



External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Alcoholic Beverage Control



- Currently there are a total of 31 employees eligible to retire, which is 11.44% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Labor Commission

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Labor Commission

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

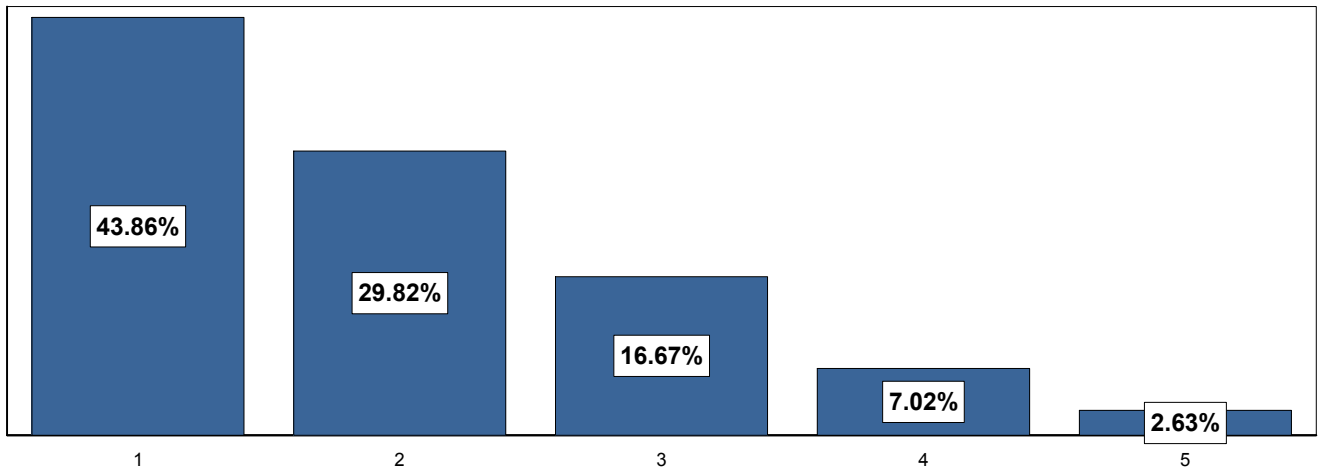
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	128	
Total core employees:	114	
	89%	of the workforce
Total career service employees:	105	
	92%	of the core workforce
	82%	of the total workforce
Total schedule AD, AR, AW and AT:	9	
	8%	of the core workforce
	7%	of the total workforce
Gender composition of total workforce:	47.7%	Females
	52.3%	Males
Gender composition of core workforce:	50.9%	Females
	49.1%	Males

Quartile Distribution

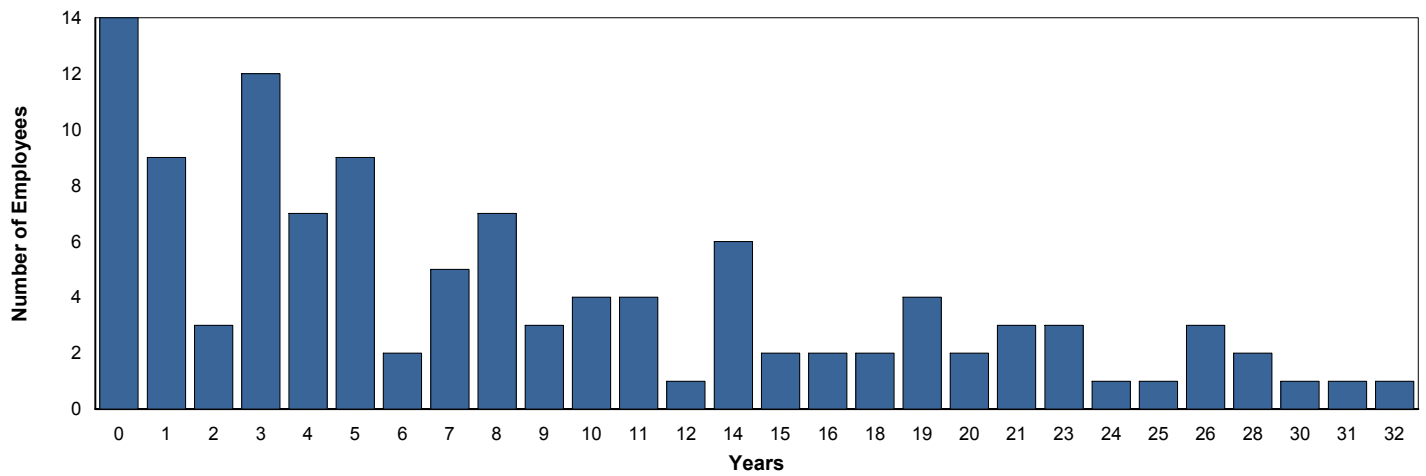
For 660



Years of Service

Avg Years = 9.73

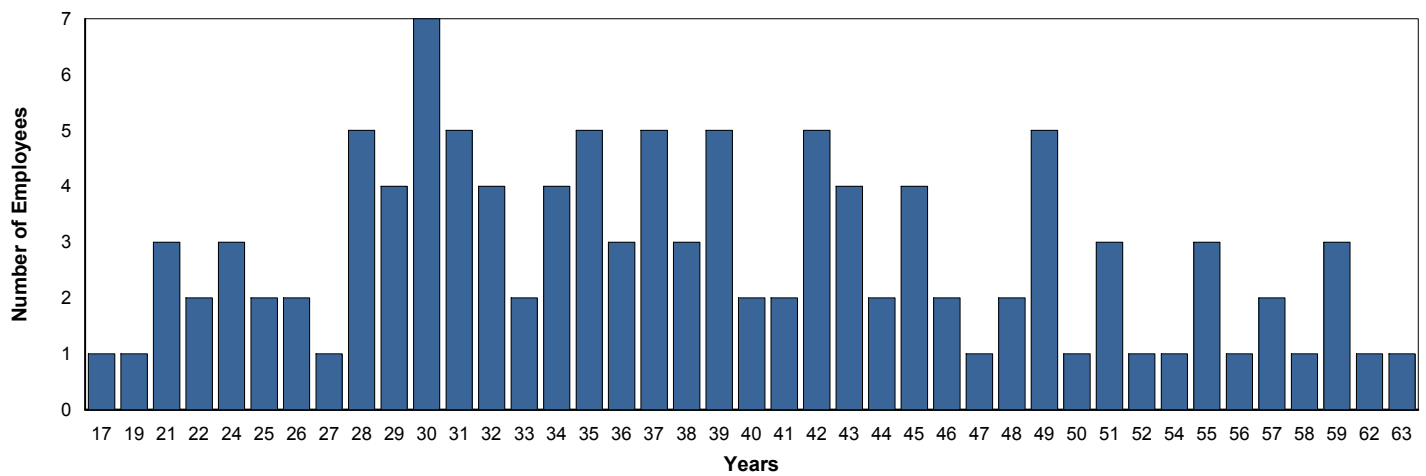
For 660



Age When Hired

Avg Age= 39.83

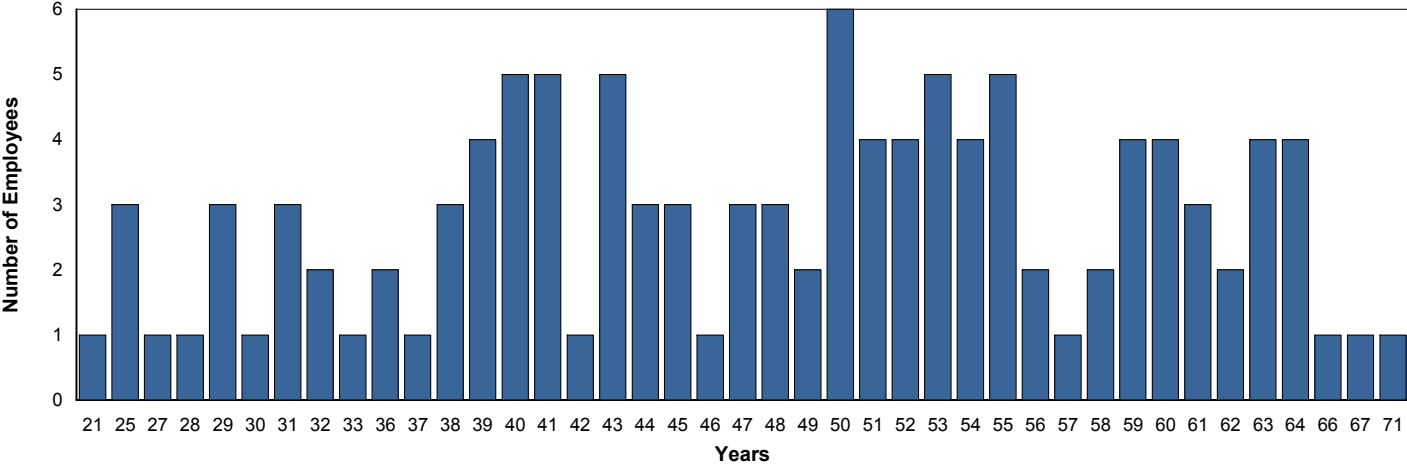
For 660



Average Age

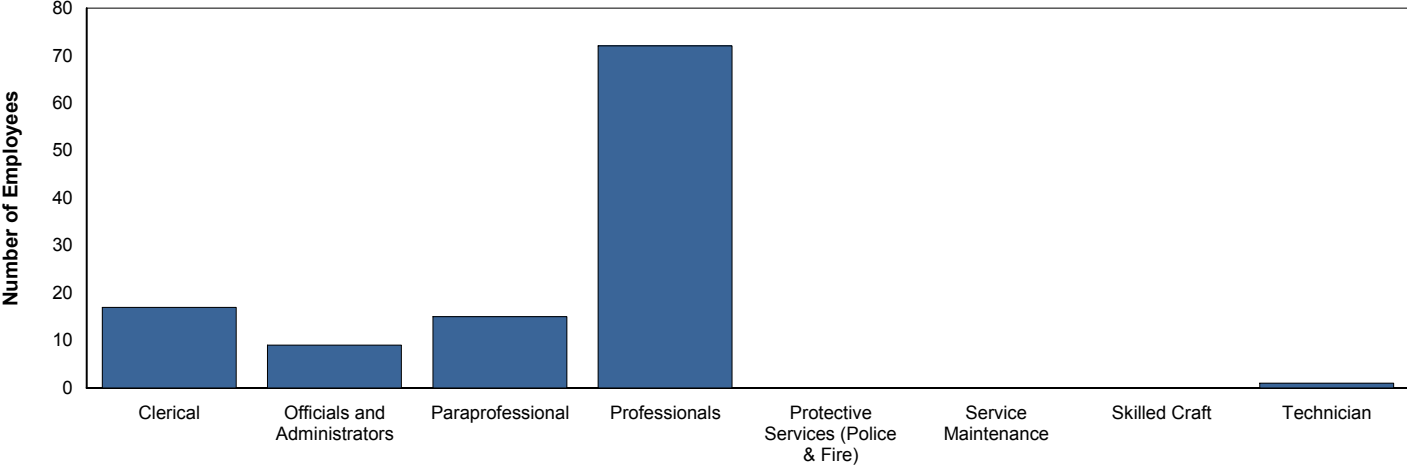
Avg Age= 47.75

For 660



EEO Job Categories

For 660

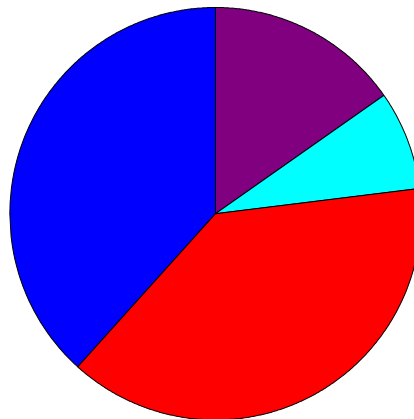


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

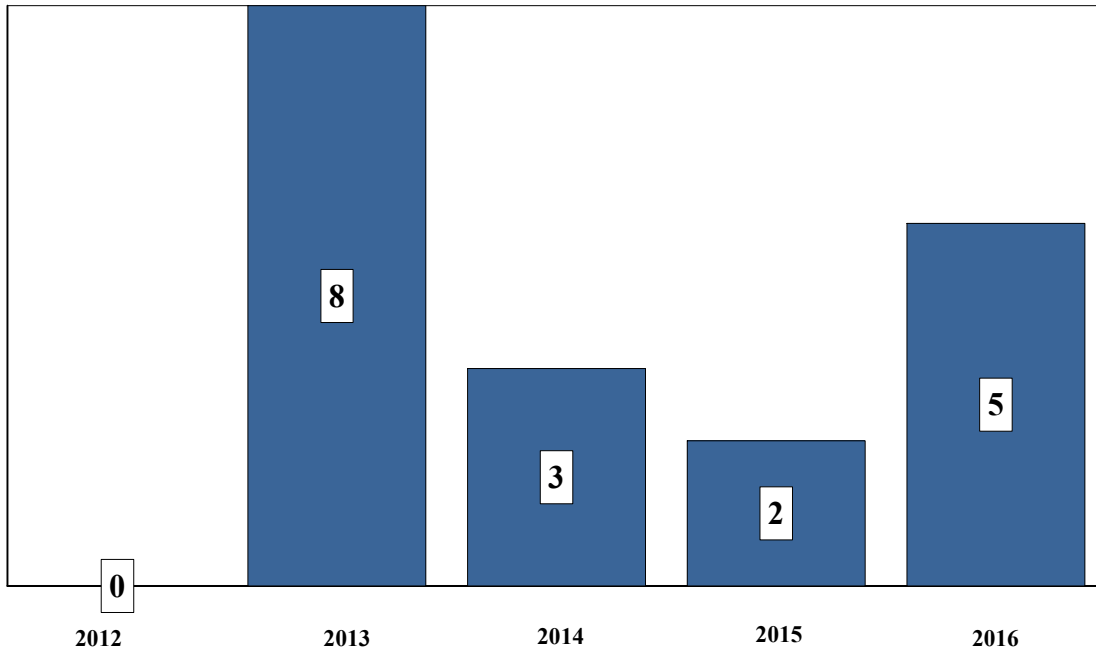


■	Disciplinary Action	2	15.4%
■	Reduction in Force	1	7.7%
■	Resignation	5	38.5%
■	Retirement	5	38.5%
Total:		13	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Labor Commission



- Currently there are a total of 16 employees eligible to retire, which is 14.04% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Commerce

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Commerce
Workforce Profile Report
FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

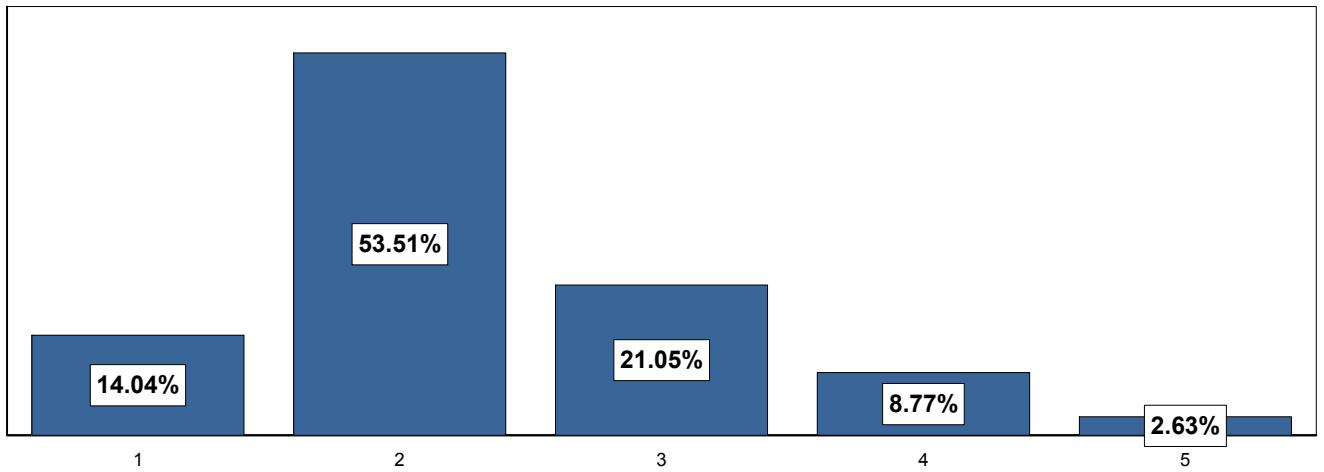
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	488	
Total core employees:	228	
	47%	of the workforce
Total career service employees:	214	
	94%	of the core workforce
	44%	of the total workforce
Total schedule AD, AR, AW and AT:	14	
	6%	of the core workforce
	3%	of the total workforce
Gender composition of total workforce:	42.8%	Females
	57.2%	Males
Gender composition of core workforce:	53.1%	Females
	46.9%	Males

Quartile Distribution

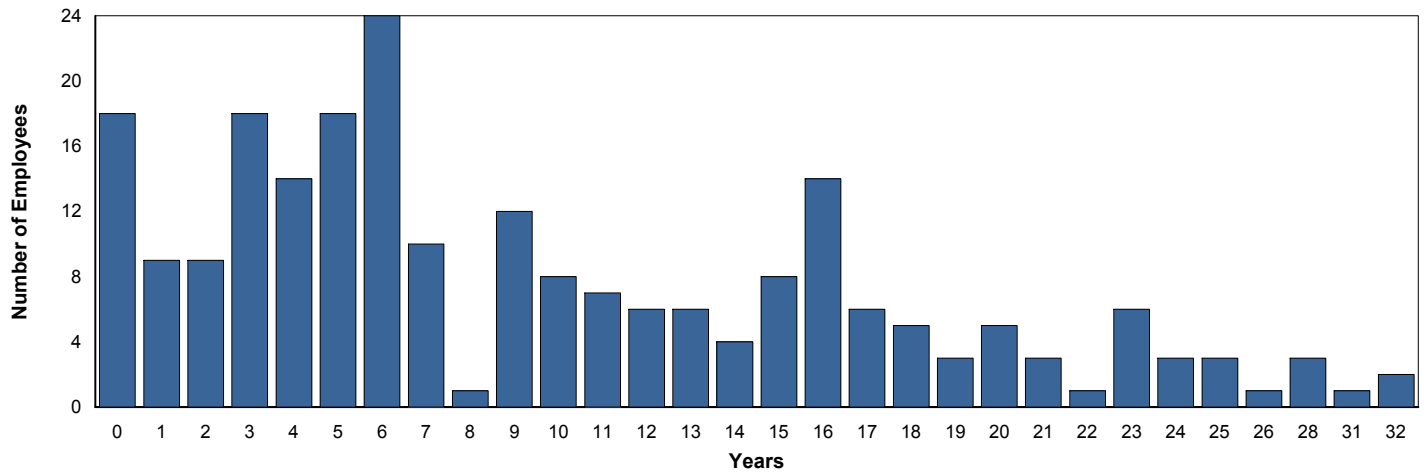
For 670



Years of Service

Avg Years = 10.07

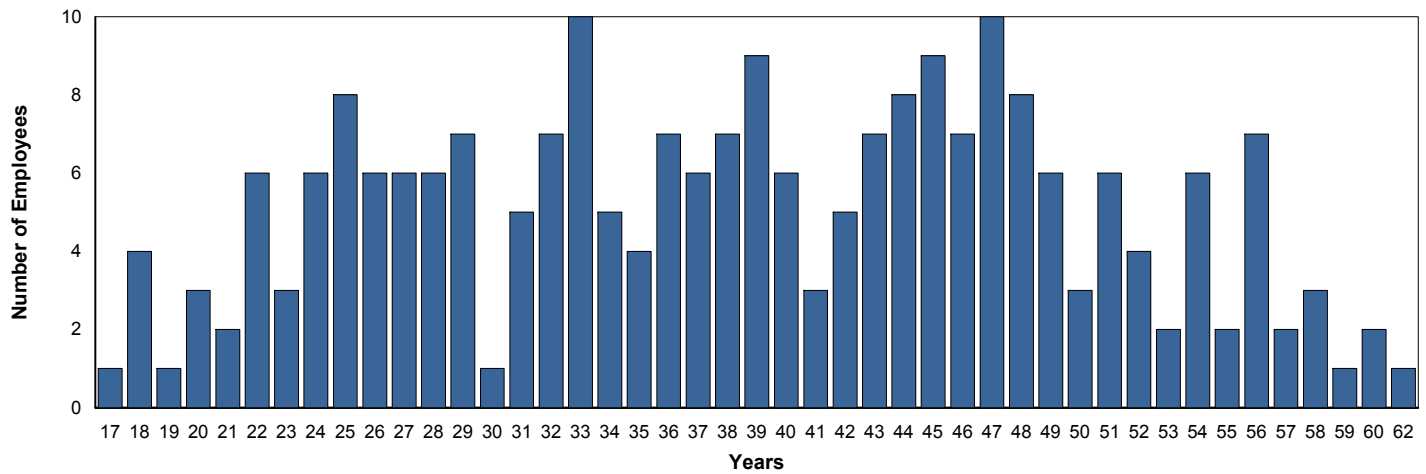
For 670



Age When Hired

Avg Age= 40.15

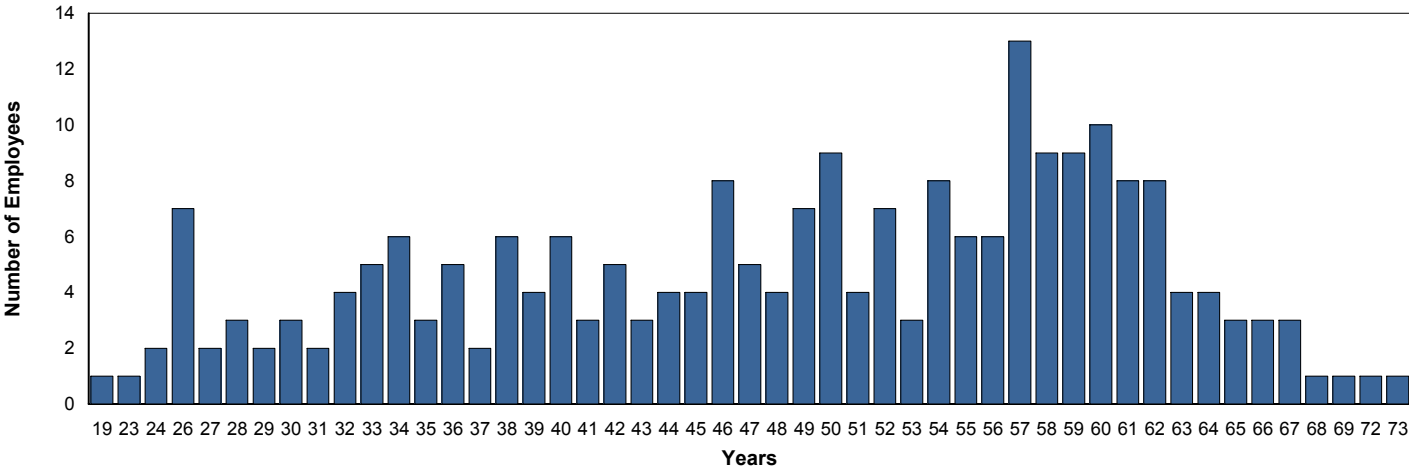
For 670



Average Age

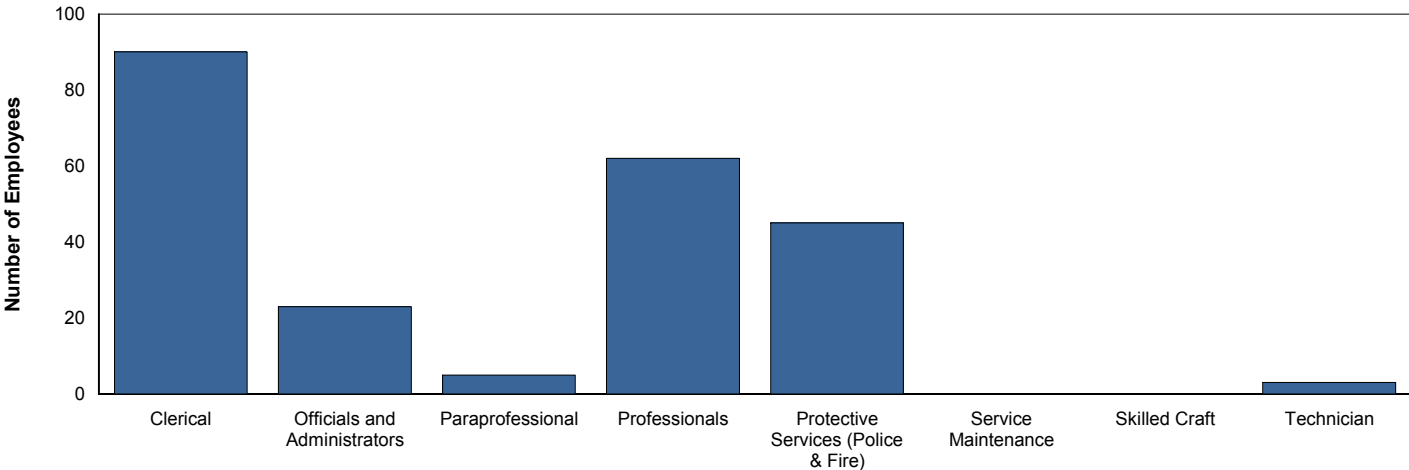
Avg Age= 48.65

For 670

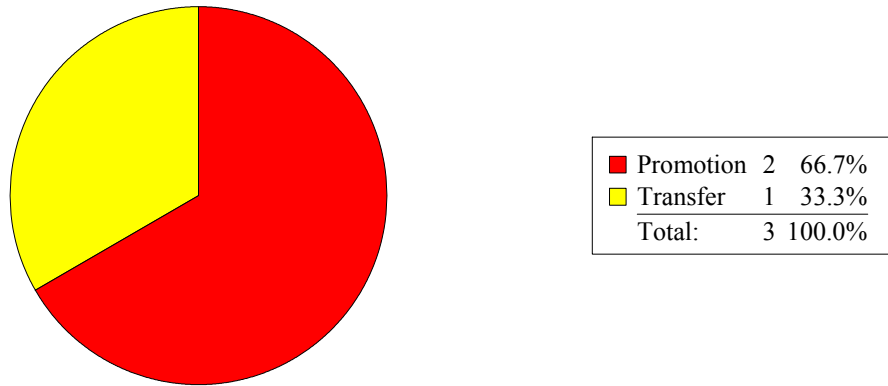


EEO Job Categories

For 670

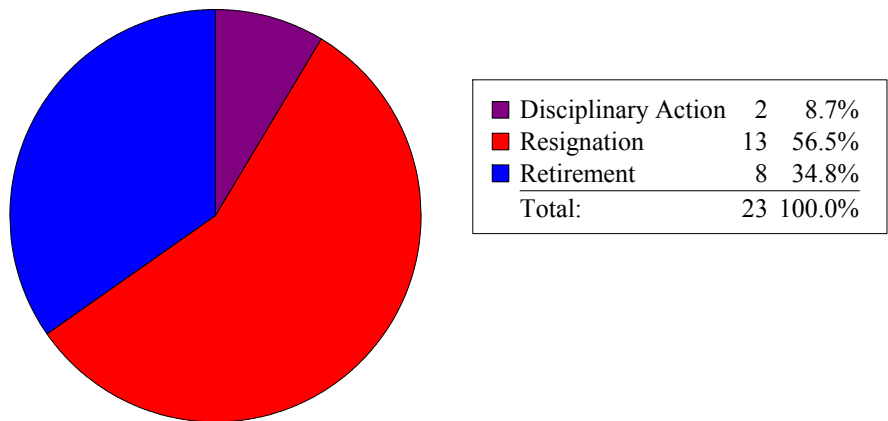


Internal Turnover



Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

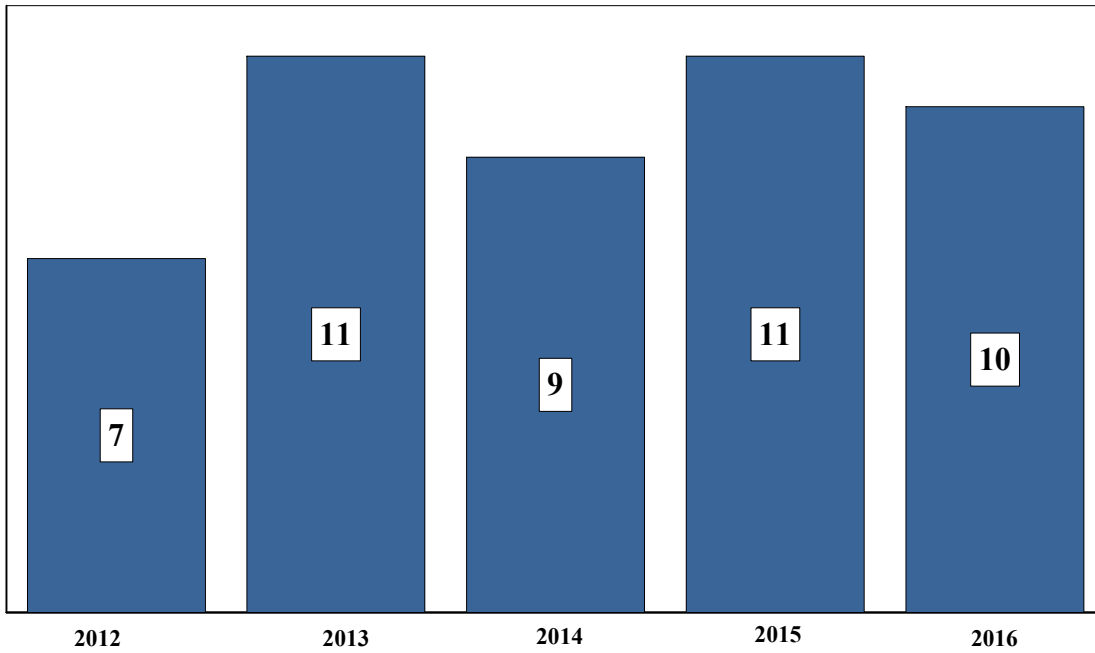
External Turnover



External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Commerce



- Currently there are a total of 26 employees eligible to retire, which is 11.40% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Financial Institutions

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Financial Institutions

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

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This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

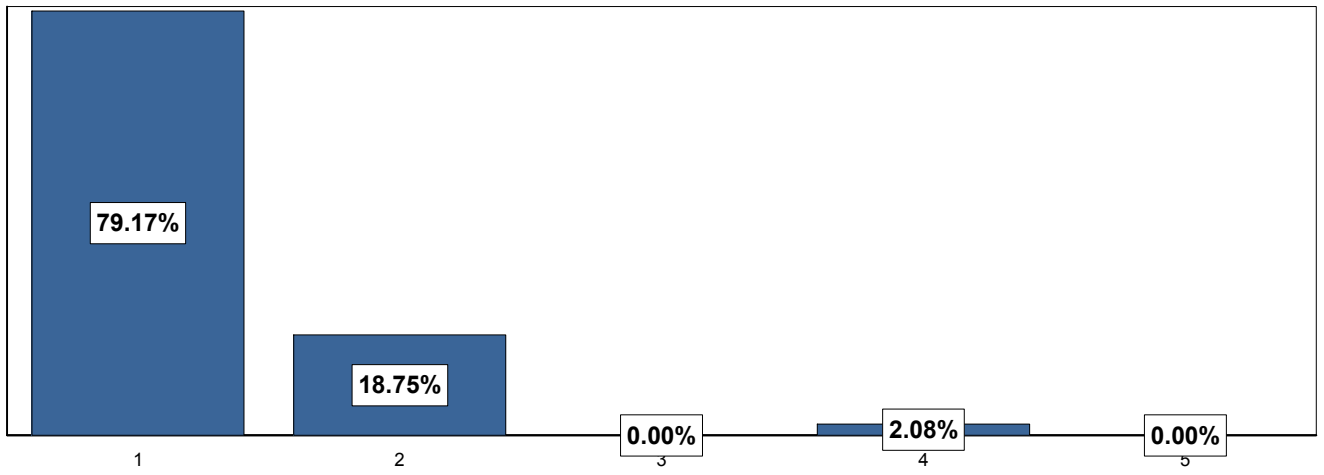
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	53	
Total core employees:	48	
	91%	of the workforce
Total career service employees:	38	
	79%	of the core workforce
	72%	of the total workforce
Total schedule AD, AR, AW and AT:	10	
	21%	of the core workforce
	19%	of the total workforce
Gender composition of total workforce:	26.4%	Females
	73.6%	Males
Gender composition of core workforce:	27.1%	Females
	72.9%	Males

Quartile Distribution

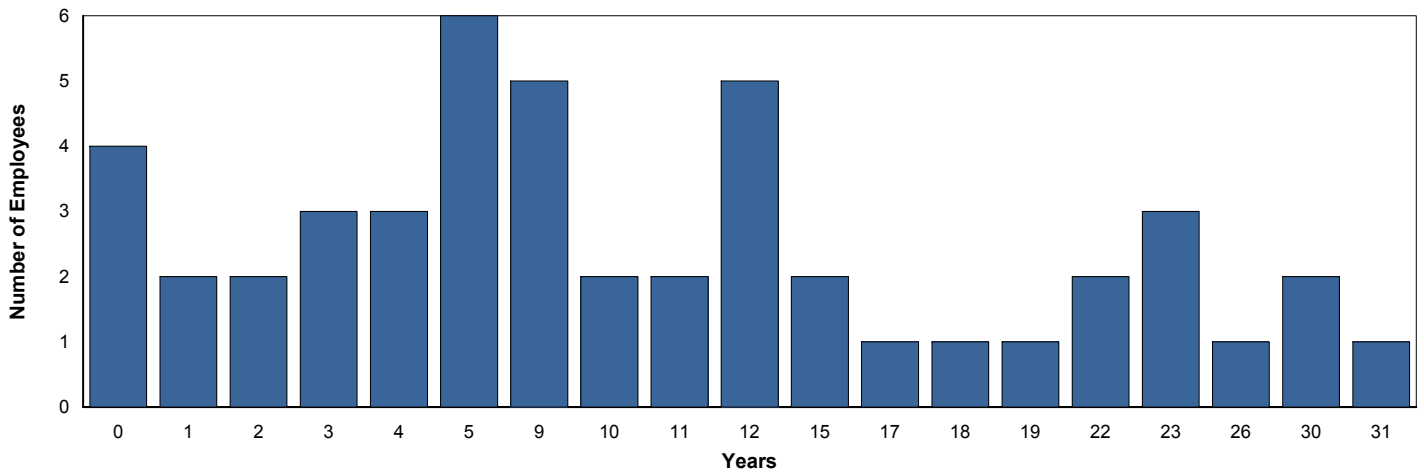
For 680



Years of Service

Avg Years = 11.31

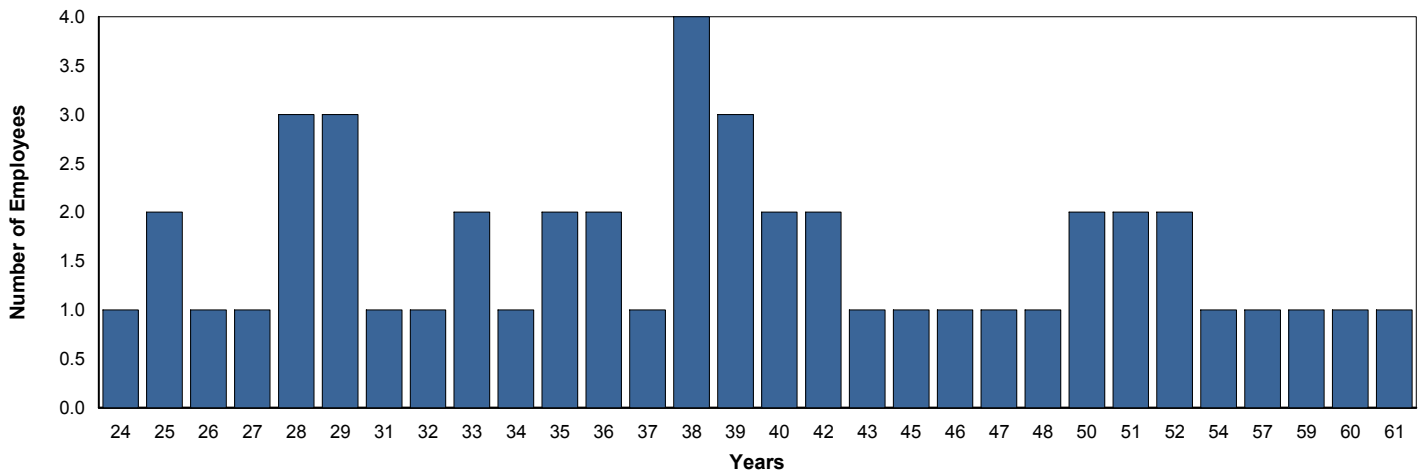
For 680



Age When Hired

Avg Age= 41.01

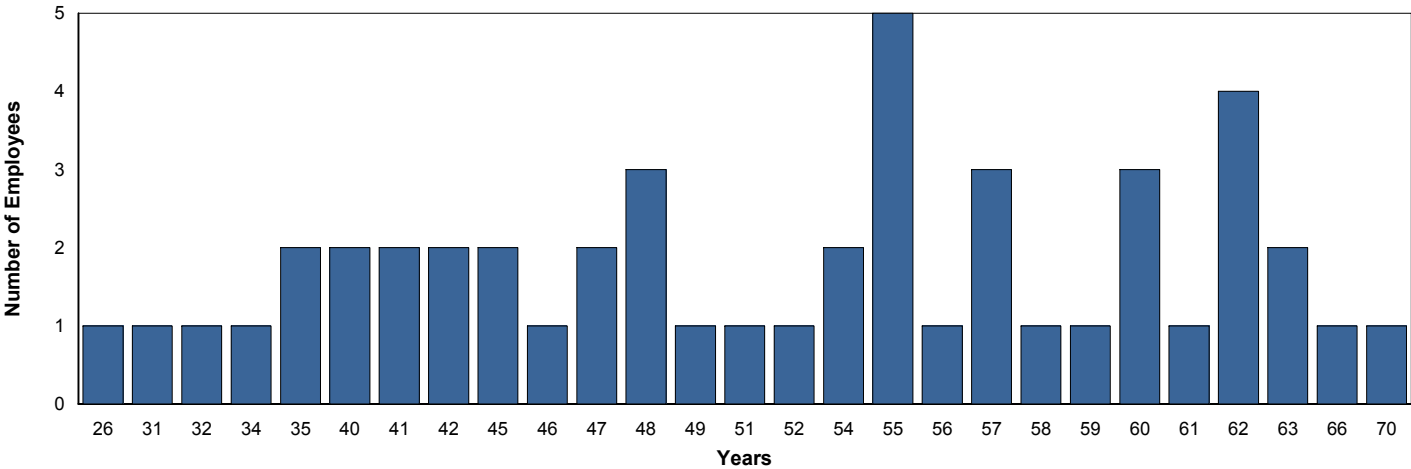
For 680



Average Age

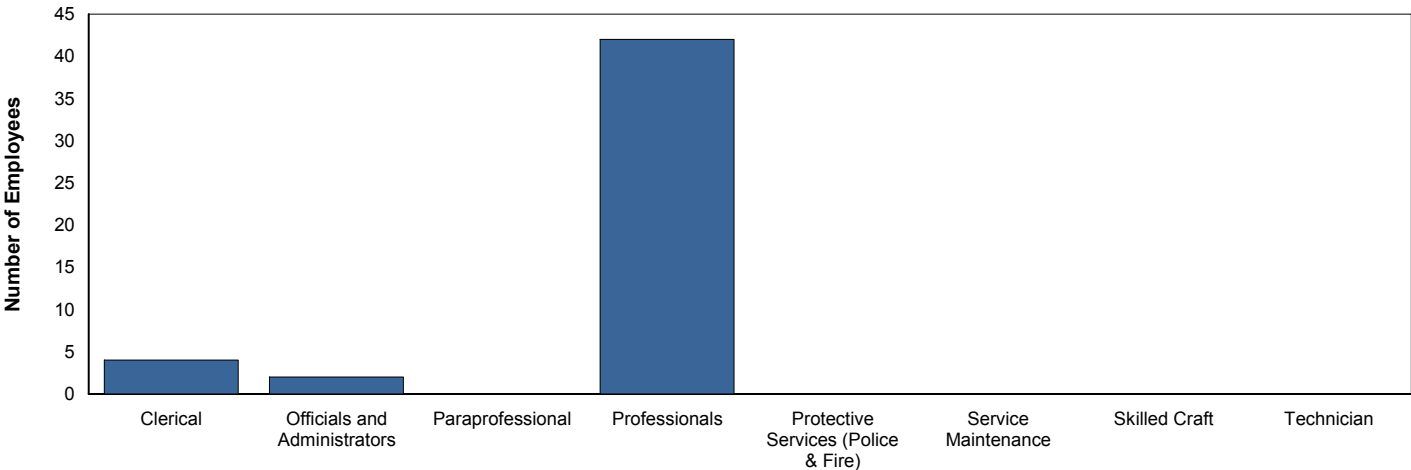
Avg Age= 50.90

For 680



EEO Job Categories

For 680

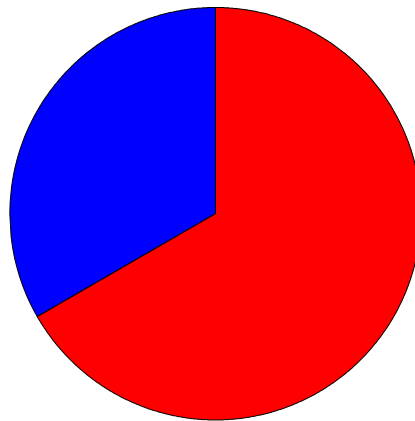


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

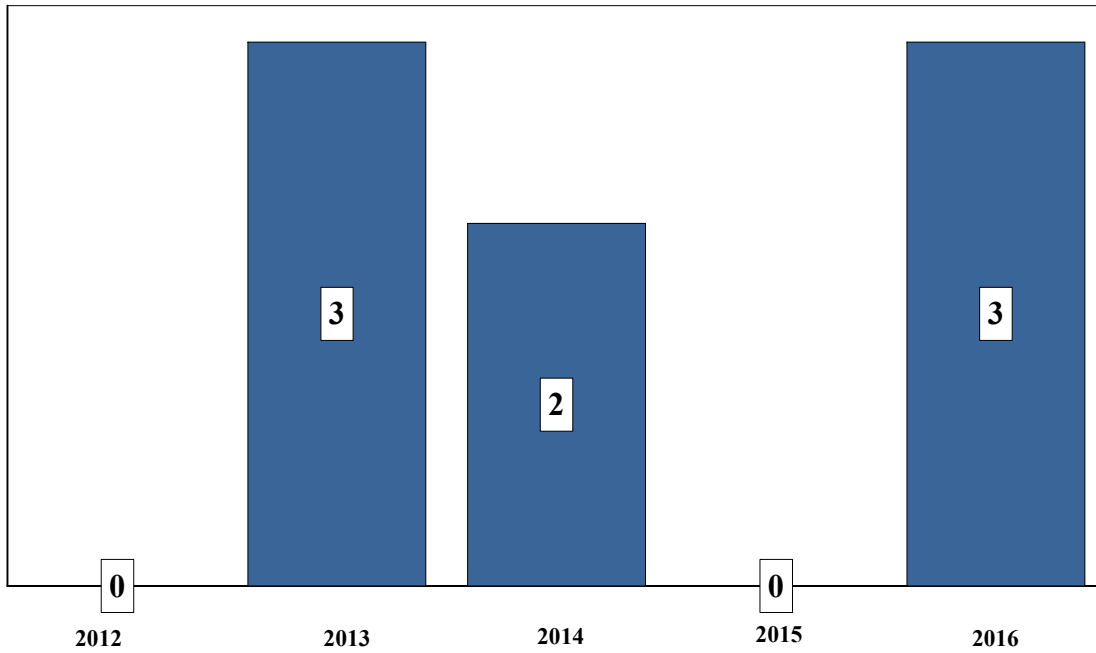


■	Resignation	2	66.7%
■	Retirement	1	33.3%
Total:		3	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Financial Institutions



- Currently there are a total of 12 employees eligible to retire, which is 25.00% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Insurance

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Insurance
Workforce Profile Report
FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

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This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

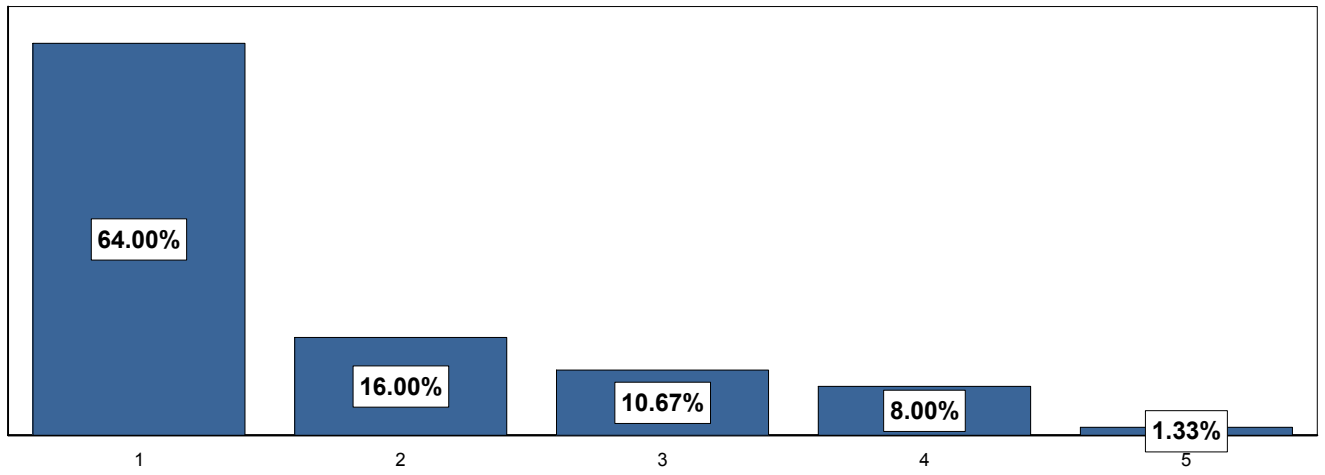
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The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

Total employees, core and non-core:	80	
Total core employees:	75	
	94%	of the workforce
Total career service employees:	64	
	85%	of the core workforce
	80%	of the total workforce
Total schedule AD, AR, AW and AT:	11	
	15%	of the core workforce
	14%	of the total workforce
Gender composition of total workforce:	56.3%	Females
	43.8%	Males
Gender composition of core workforce:	56.0%	Females
	44.0%	Males

Quartile Distribution

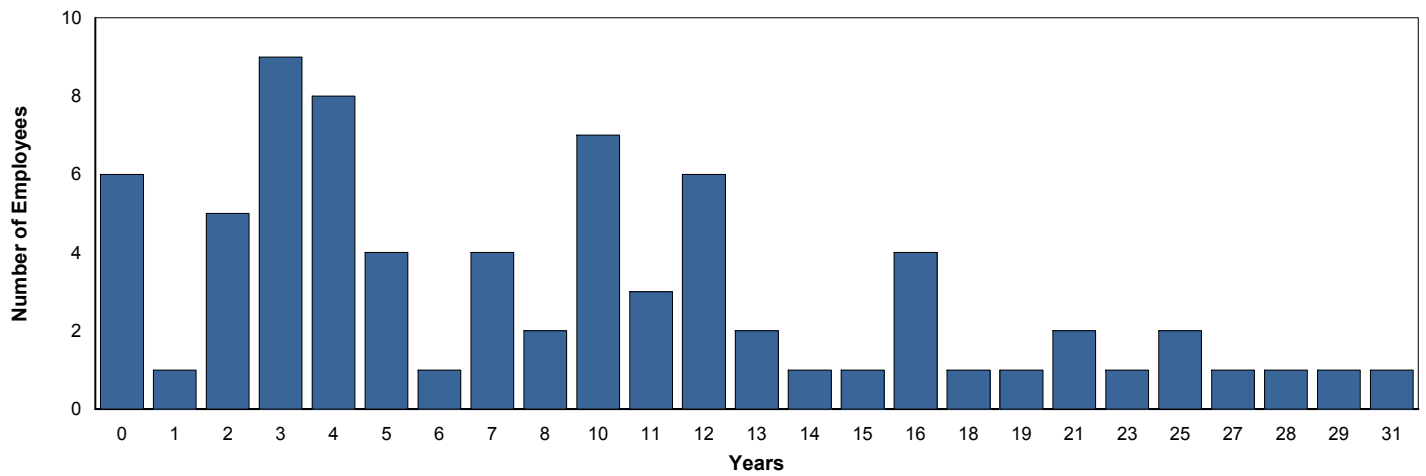
For 690



Years of Service

Avg Years = 9.85

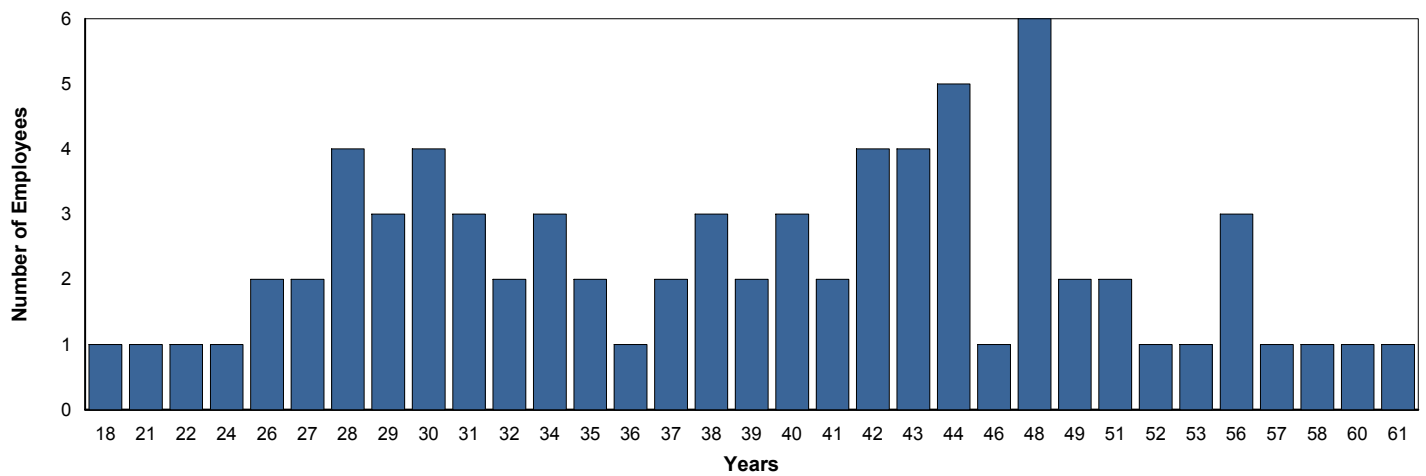
For 690



Age When Hired

Avg Age= 40.79

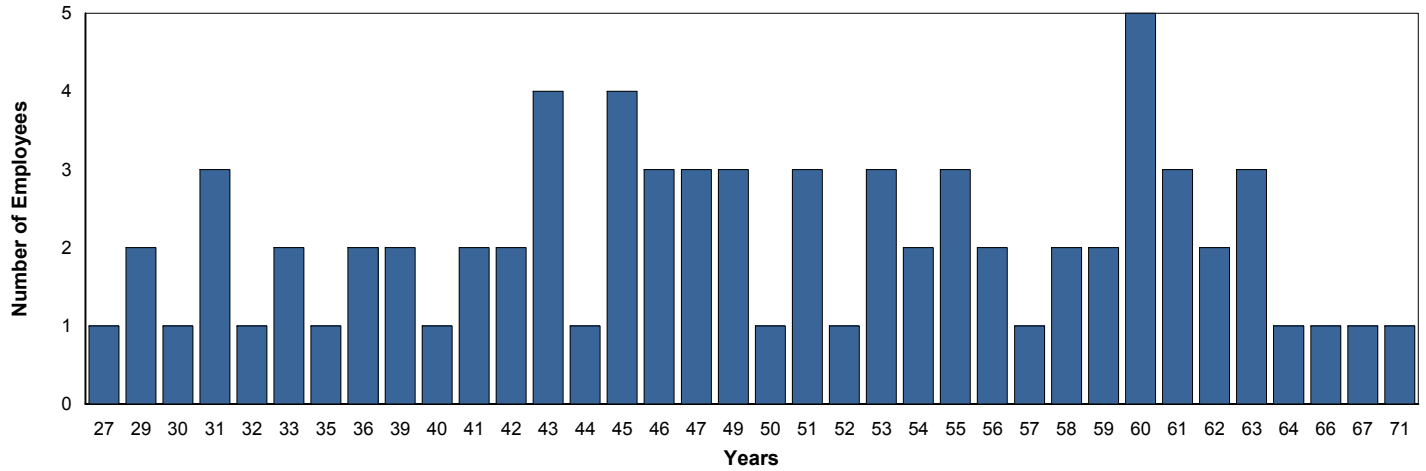
For 690



Average Age

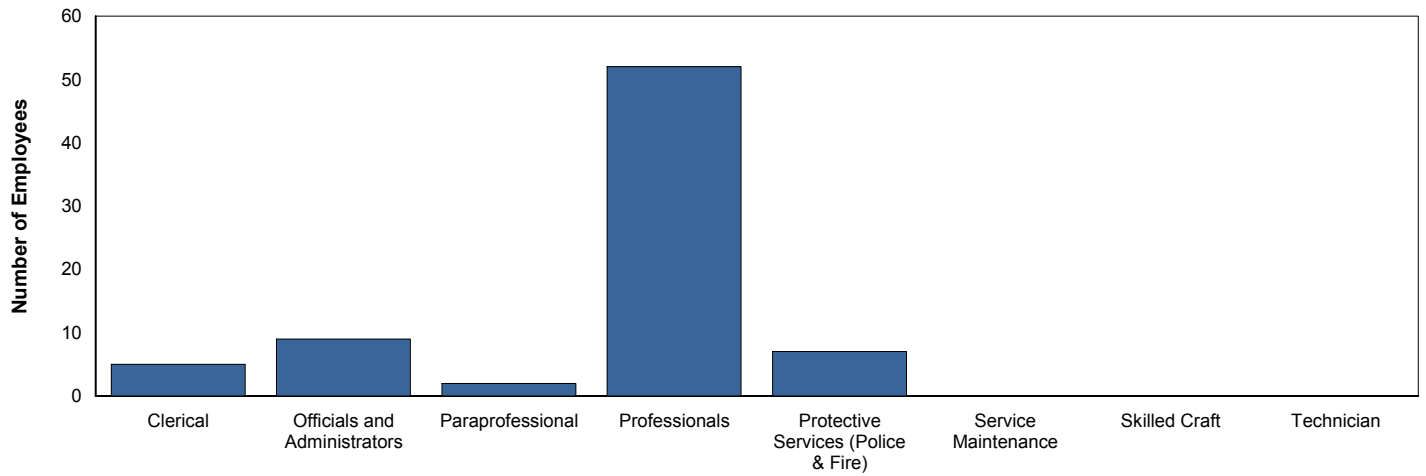
Avg Age= 48.97

For 690

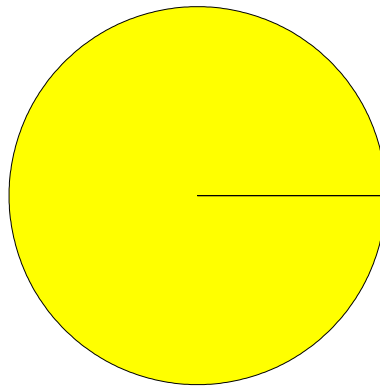


EEO Job Categories

For 690



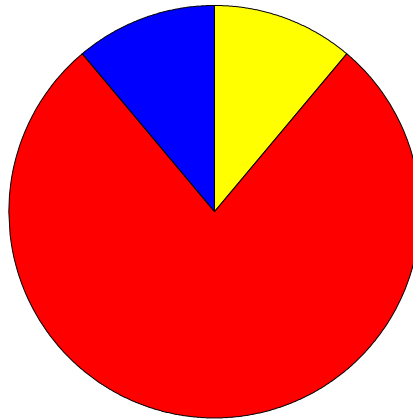
Internal Turnover



Transfer	1	100.0%
Total:	1	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

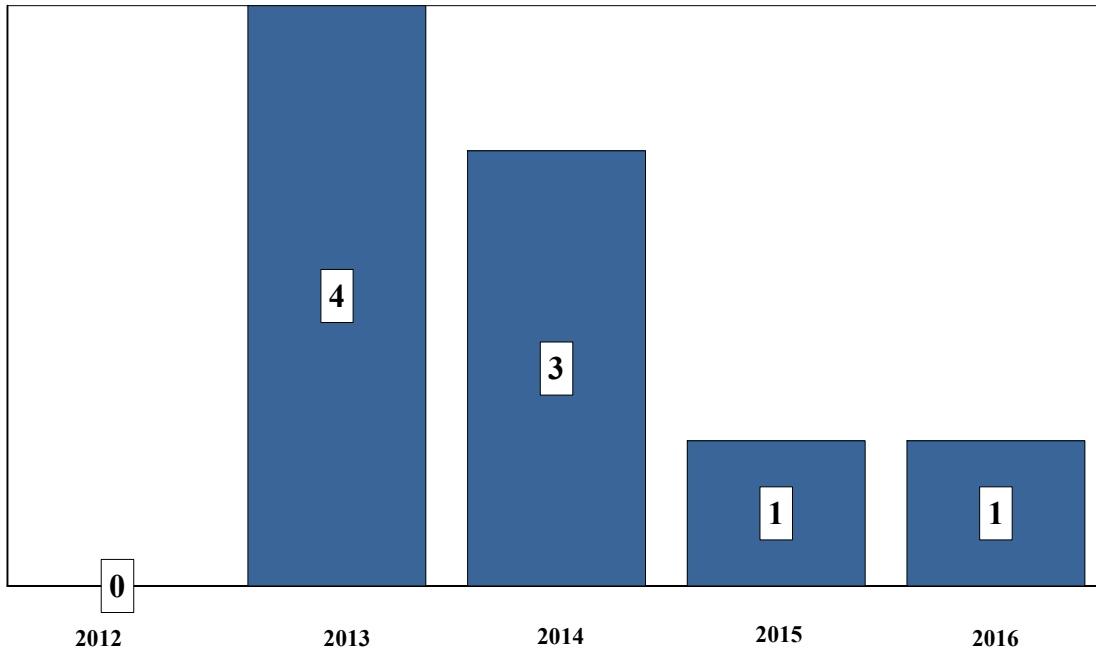


Other	1	11.1%
Resignation	7	77.8%
Retirement	1	11.1%
Total:	9	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Insurance



- Currently there are a total of 10 employees eligible to retire, which is 13.33% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Public Service Commission

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Public Service Commission

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

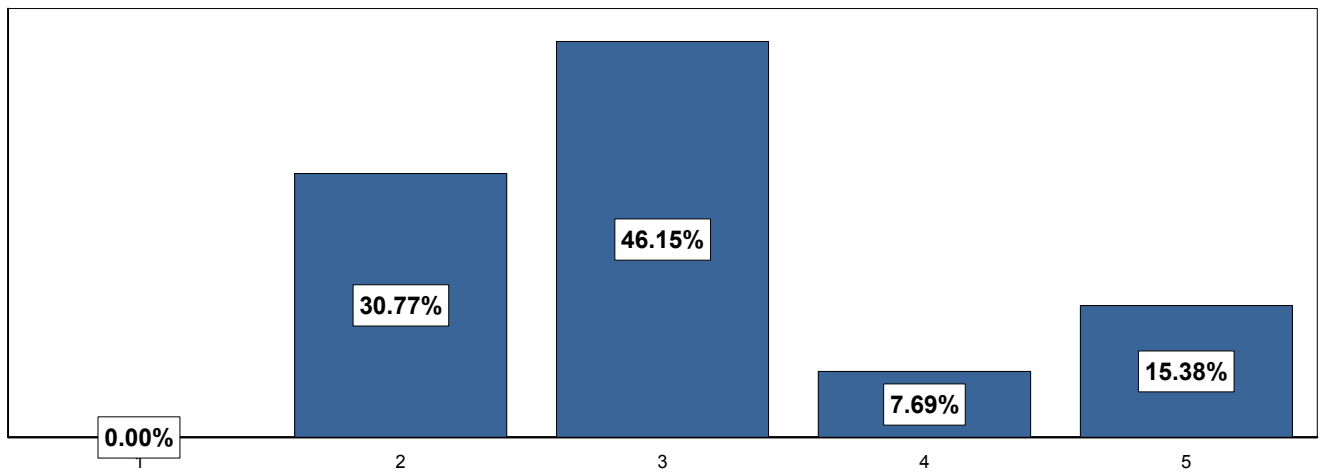
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Total employees, core and non-core:	20	
Total core employees:	13	
	65%	of the workforce
Total career service employees:	4	
	31%	of the core workforce
	20%	of the total workforce
Total schedule AD, AR, AW and AT:	9	
	69%	of the core workforce
	45%	of the total workforce
Gender composition of total workforce:	50.0%	Females
	50.0%	Males
Gender composition of core workforce:	53.8%	Females
	46.2%	Males

Quartile Distribution

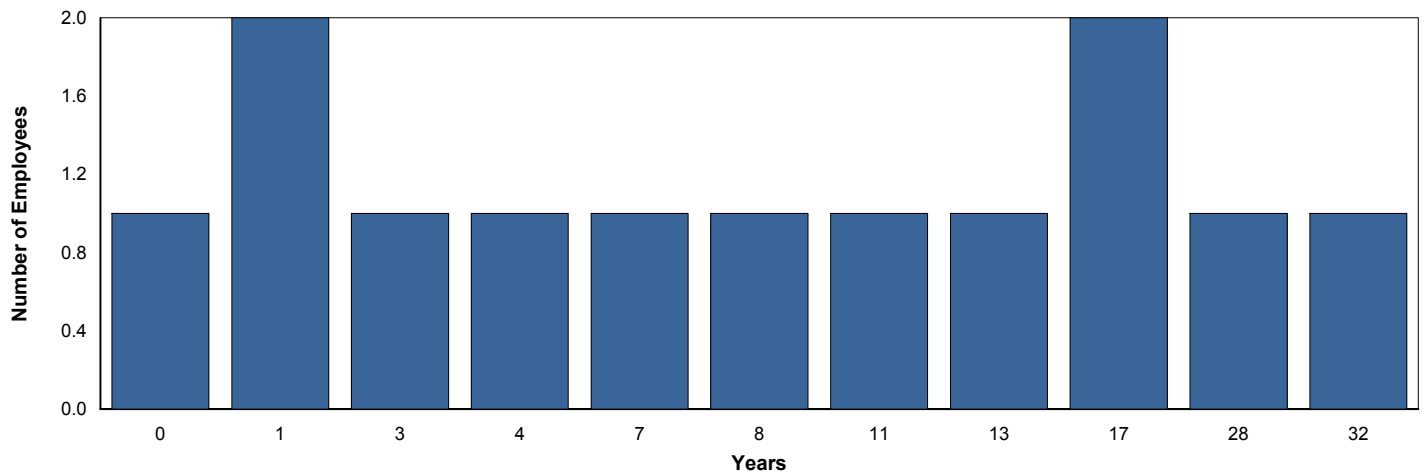
For 700



Years of Service

Avg Years = 11.43

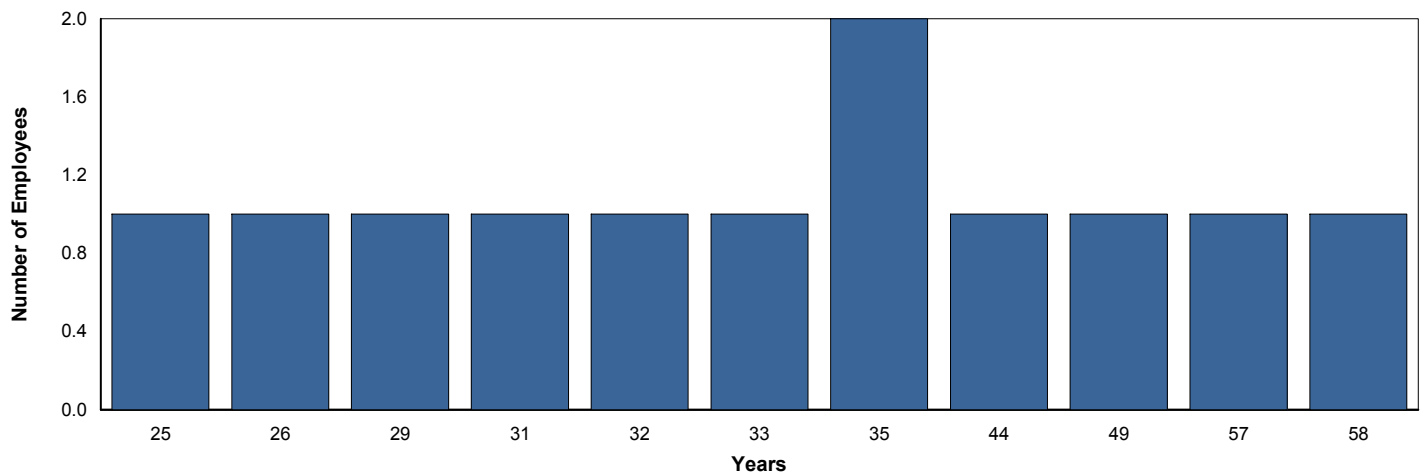
For 700



Age When Hired

Avg Age = 36.33

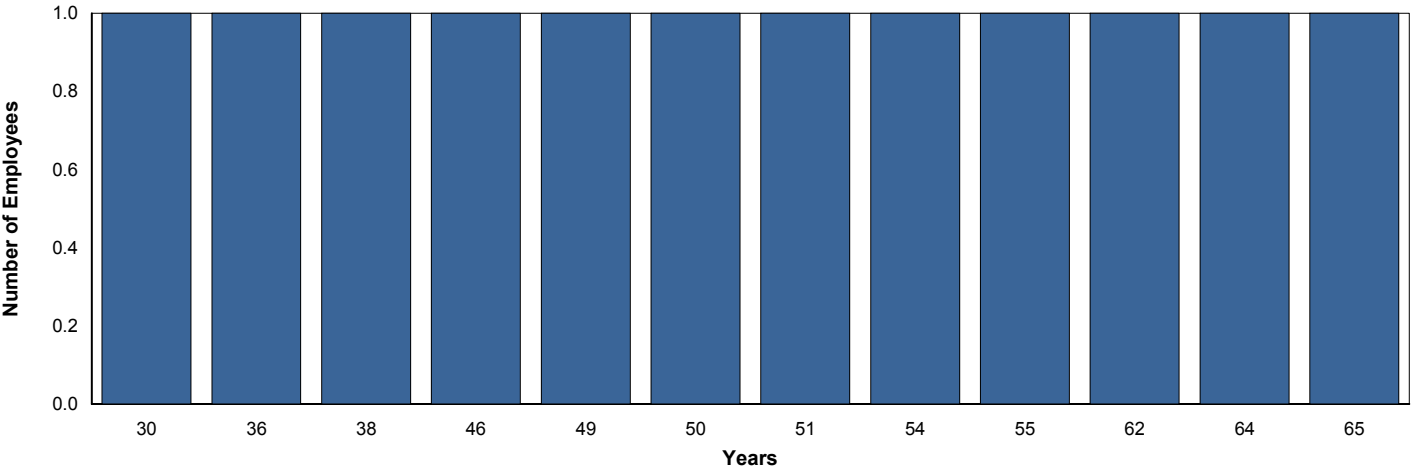
For 700



Average Age

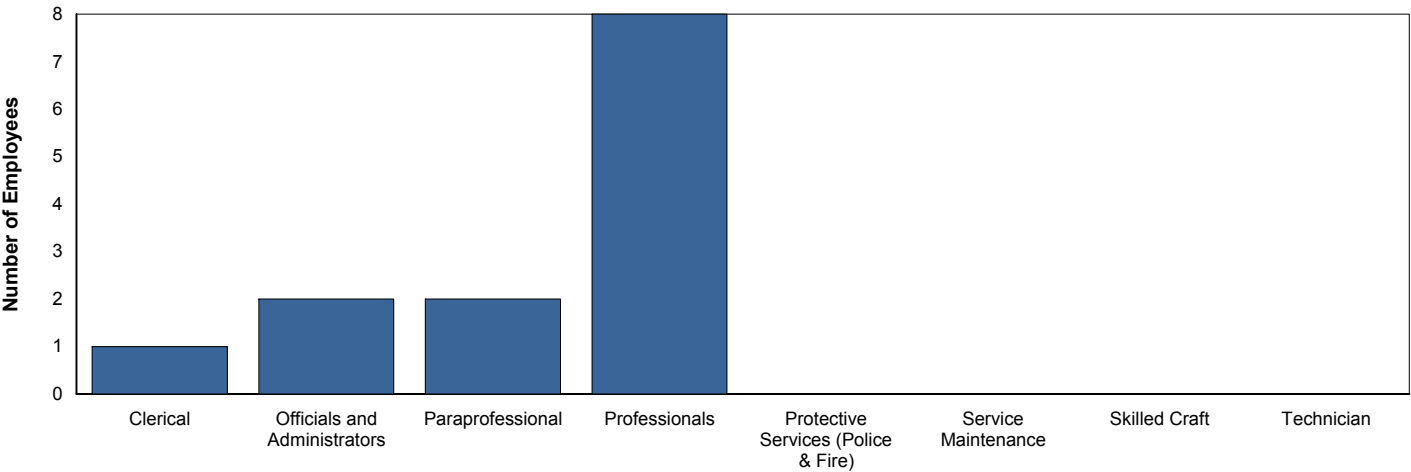
Avg Age= 46.15

For 700



EEO Job Categories

For 700

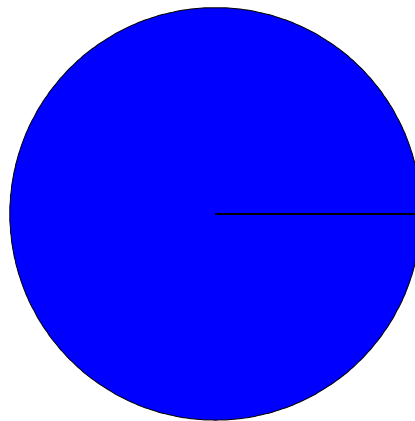


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

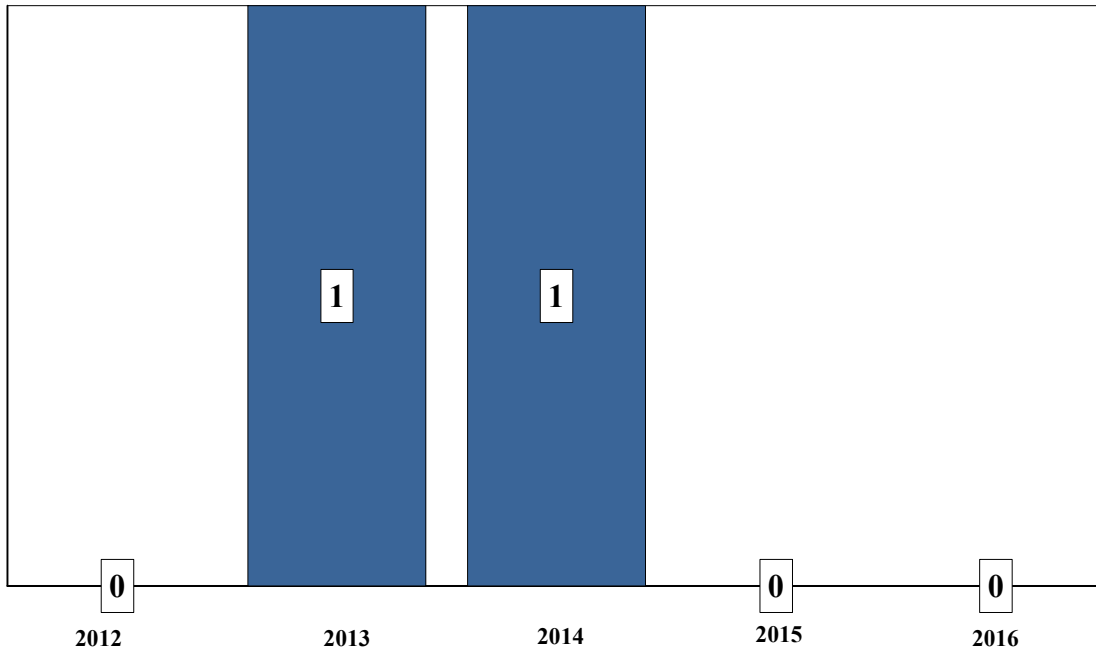


■ Retirement	1	100.0%
Total:		1 100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Public Service Commission



- Currently there are a total of 2 employees eligible to retire, which is 15.38% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Community & Culture

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Community & Culture

Workforce Profile Report

FY 2011

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This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

*It is critical to note that this report profiles the state's "core" workforce rather than the "total" state workforce. The core is defined as the permanent and long term employees of the Executive Branch. This group consist of all career service employees (schedule B) and select career service-exempt employees in top level management and professional positions (schedules AD, AR, AT and AW). The "non-core" workforce is the seasonal and temporary employees, elected officials and immediate staff, department heads, and employees of the judicial and legislative branches.

The core workforce remains relatively stable over time, allowing DHRM to track trends and conduct comparative analysis, while the non-core workforce varies greatly over time and requires a different kind of evaluation than is being conducted here. This is the primary reason for focusing on a core for the workforce profile.

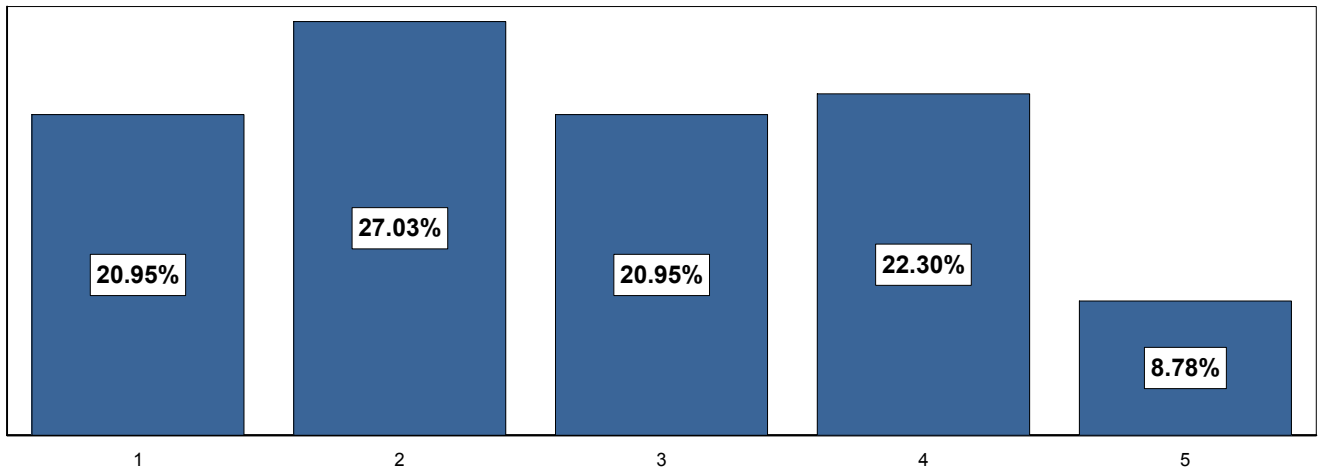
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Total employees, core and non-core:	233	
Total core employees:	148	
	64%	of the workforce
Total career service employees:	139	
	94%	of the core workforce
	60%	of the total workforce
Total schedule AD, AR, AW and AT:	9	
	6%	of the core workforce
	4%	of the total workforce
Gender composition of total workforce:	56.7%	Females
	43.3%	Males
Gender composition of core workforce:	61.5%	Females
	38.5%	Males

Quartile Distribution

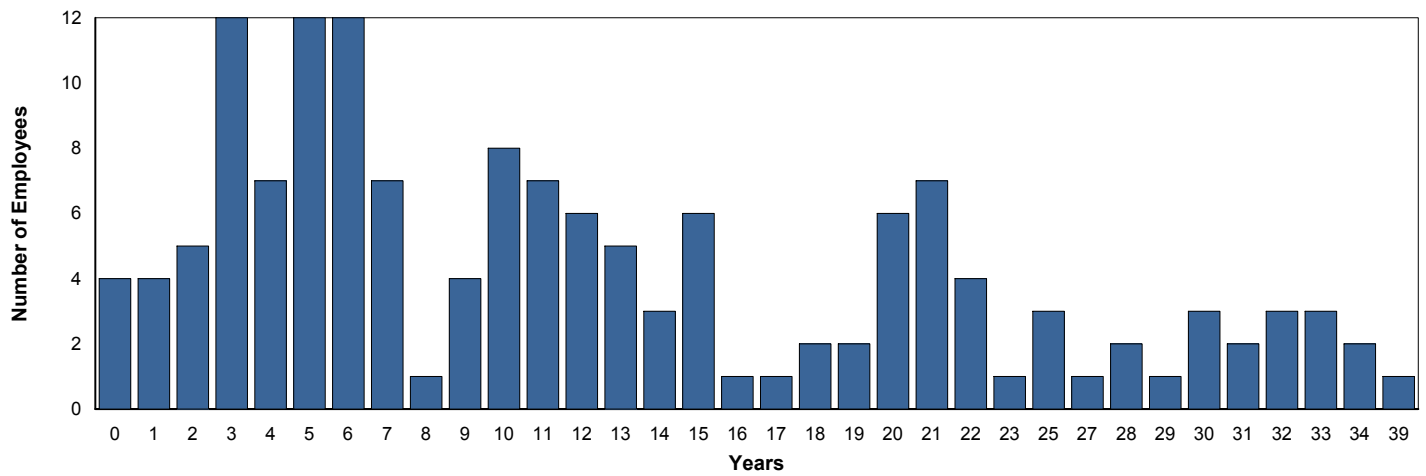
For 710



Years of Service

Avg Years = 13.02

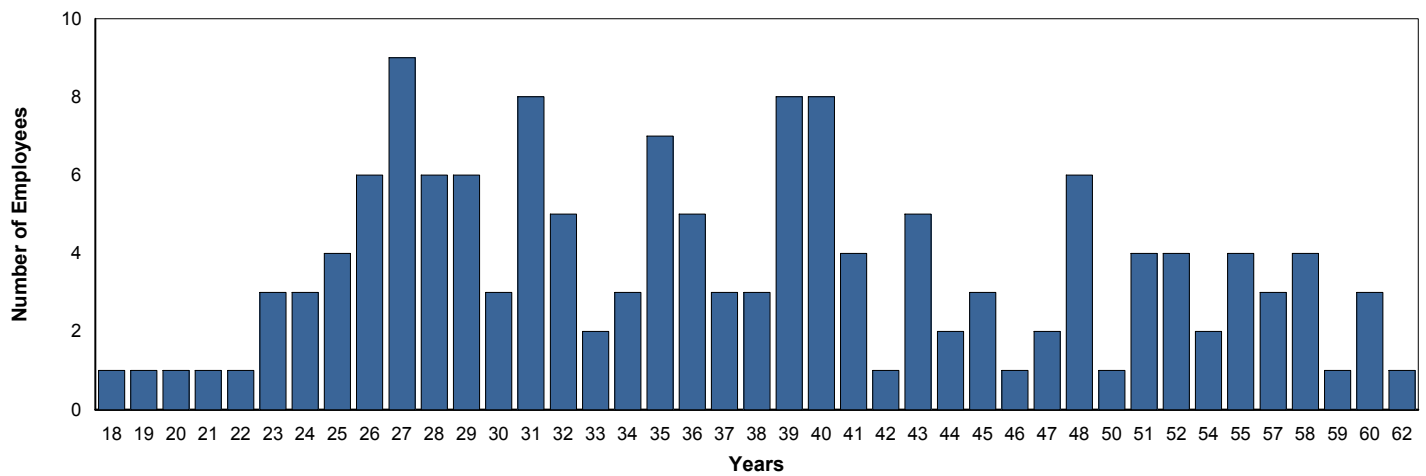
For 710



Age When Hired

Avg Age = 39.32

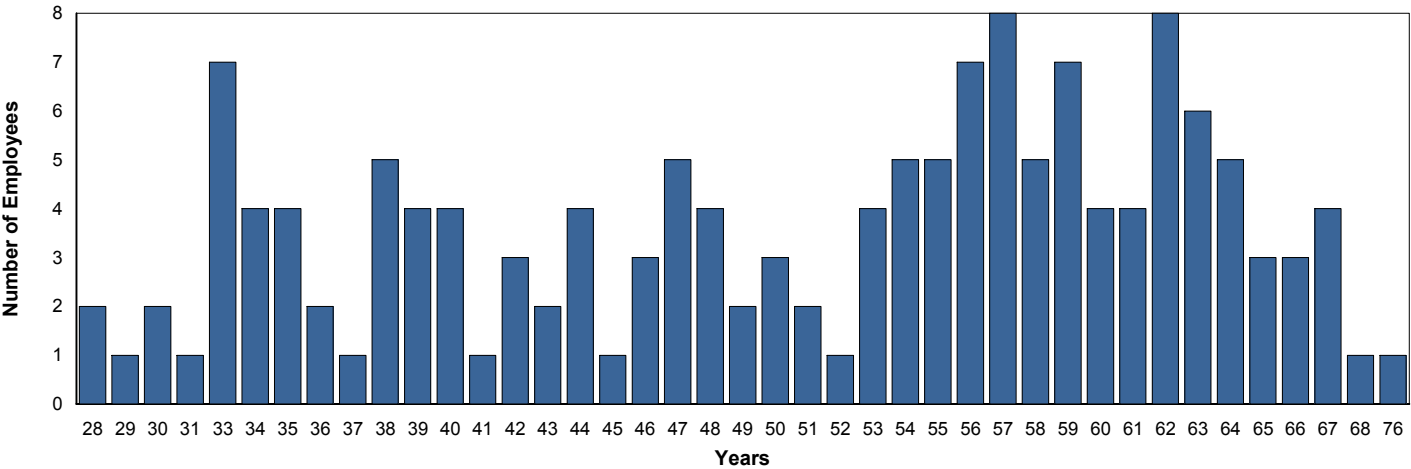
For 710



Average Age

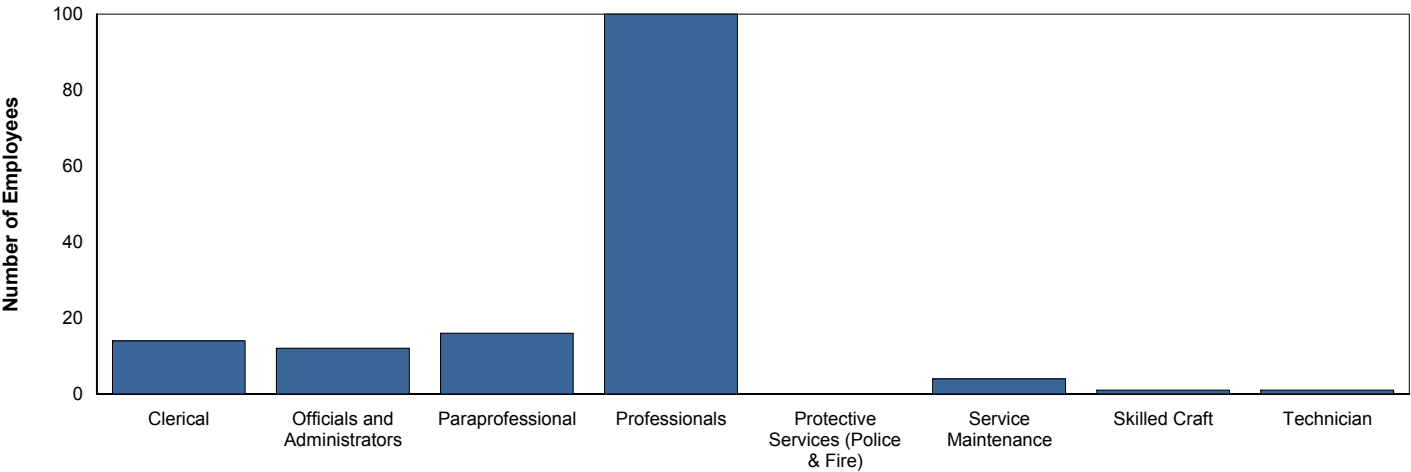
Avg Age= 50.88

For 710

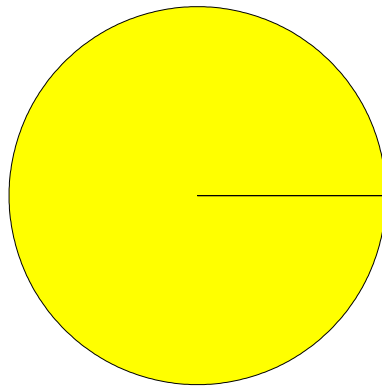


EEO Job Categories

For 710



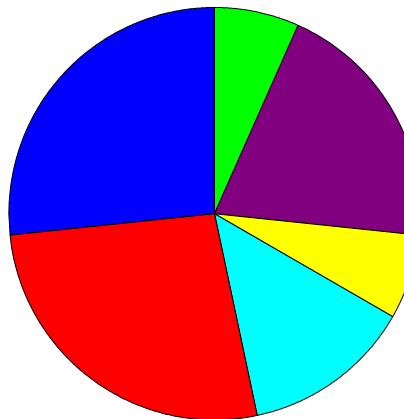
Internal Turnover



Transfer	3	100.0%
Total:	3	100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

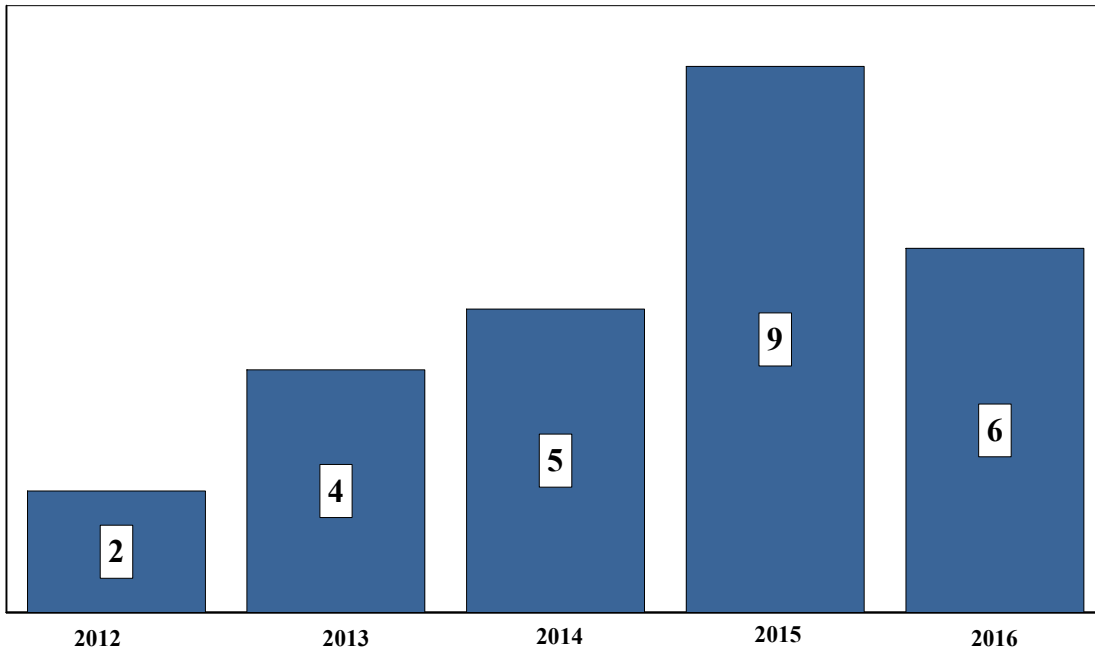


Abandonment of Position	1	6.7%
Disciplinary Action	3	20.0%
Other	1	6.7%
Reduction in Force	2	13.3%
Resignation	4	26.7%
Retirement	4	26.7%
Total:	15	100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Community & Culture



- Currently there are a total of 41 employees eligible to retire, which is 27.70% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.

WORKFORCE PROFILE REPORT

Dept of Transportation

FISCAL YEAR 2011

Produced by the
Department of Human Resource Management



Dept of Transportation

Workforce Profile Report

FY 2011

The workforce profile provides a quick snapshot of the composition of Utah's state government workforce. It is intended to assist workforce planning by helping state managers and leaders detect potential challenges in recruiting and retaining qualified employees. It is one component of the Department of Human Resource Management's workforce planning, reporting, and policy analysis function.

Workforce planning can be seen as the process by which the State ensures that the people with the right skills are in the right place at the right time to accomplish the purposes of state government. Utah code places chief responsibility for human resource planning with DHRM: "...in cooperation with other agencies, conduct research and planning activities to...determine and prepare for future state personnel needs;..." 67-19-6(1)(f)(i)

This report includes the following components (for core* Executive Branch employees only):

Workforce Profile Dimensions

Average Age

Average Age when Hired - The actual age of the employee on his/her initial hire date.

Average Years of Service (Tenure)

EEO Job Categories - The number of employees falling within each of the job categories defined by the EEO

External Turnover - Employees that have left state employment.

Quartile Distribution - This is the percentage of state employees in each quartile of the pay range.

Retirement Eligibility - A prediction of the number of employees who will become eligible to retire in the next 5 years.

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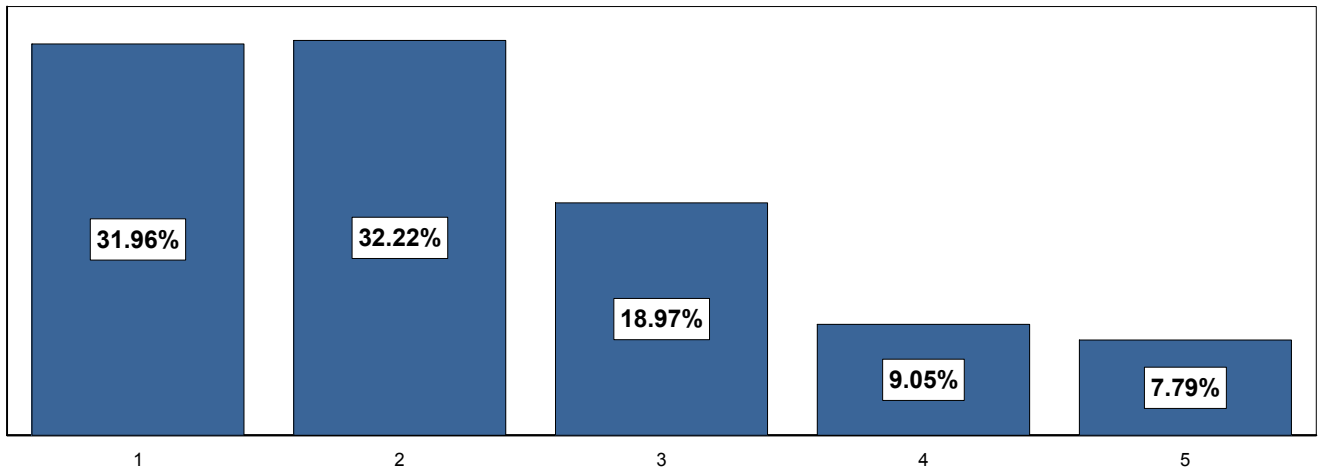
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Total employees, core and non-core:	1,643	
Total core employees:	1,502	
	91%	of the workforce
Total career service employees:	1,473	
	98%	of the core workforce
	90%	of the total workforce
Total schedule AD, AR, AW and AT:	29	
	2%	of the core workforce
	2%	of the total workforce
Gender composition of total workforce:	17.2%	Females
	82.8%	Males
Gender composition of core workforce:	17.2%	Females
	82.8%	Males

Quartile Distribution

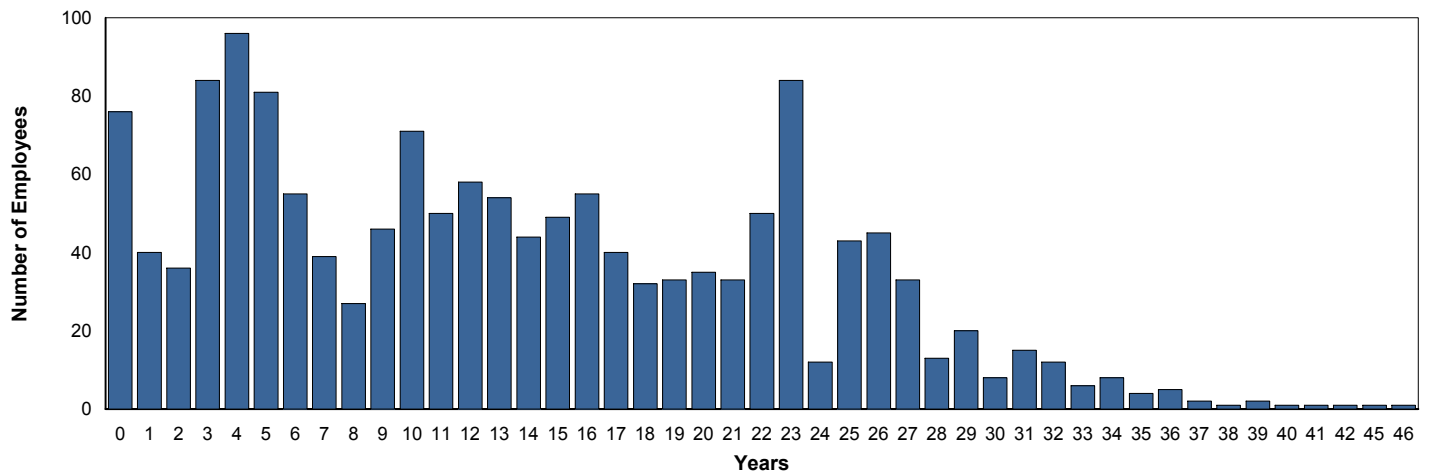
For 810



Years of Service

Avg Years = 13.96

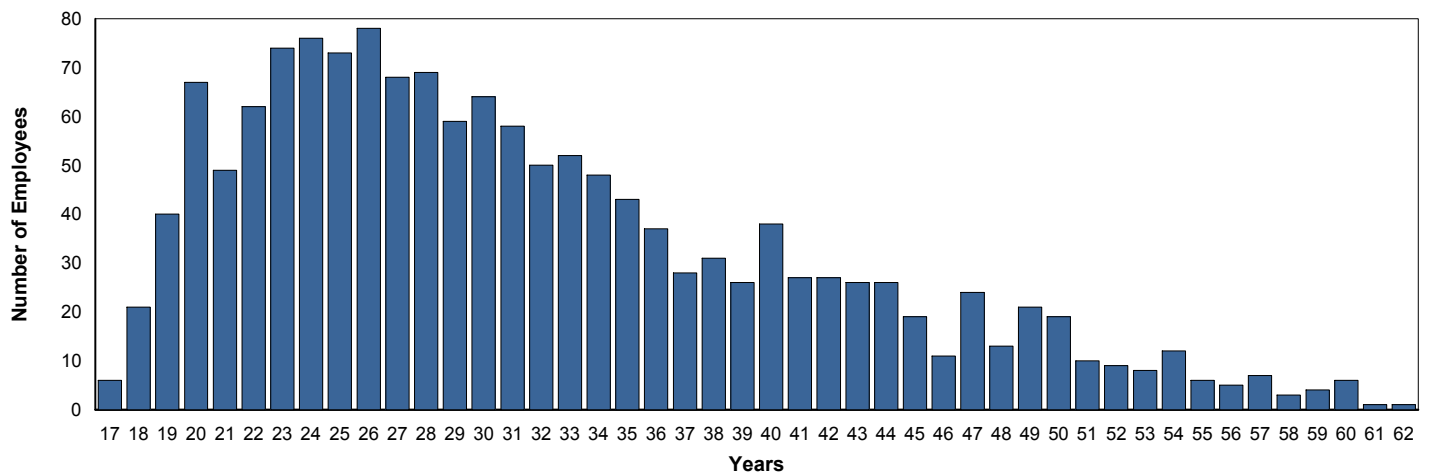
For 810



Age When Hired

Avg Age= 33.21

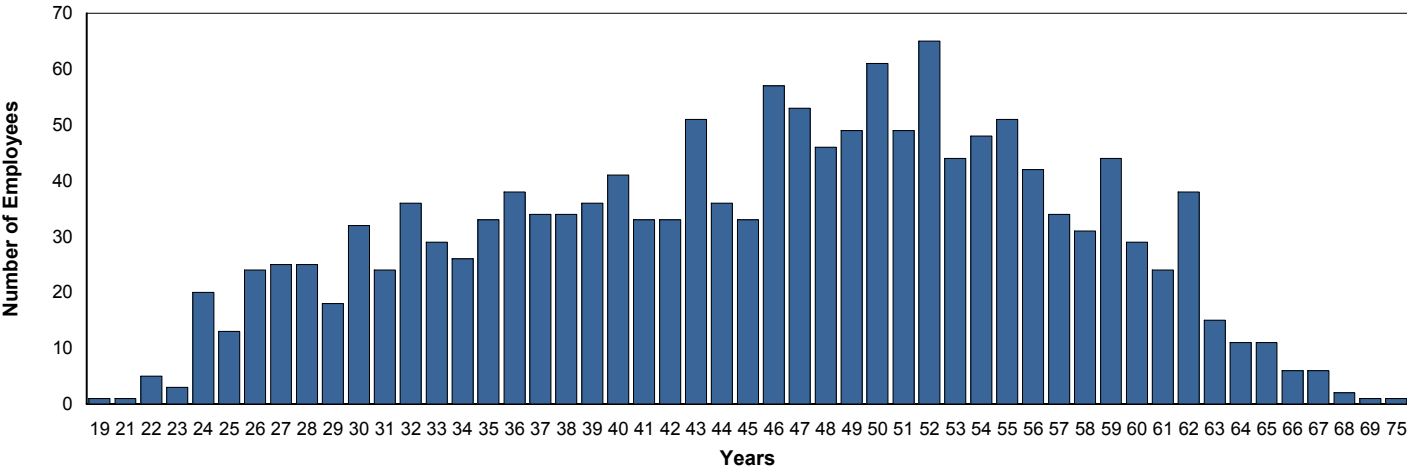
For 810



Average Age

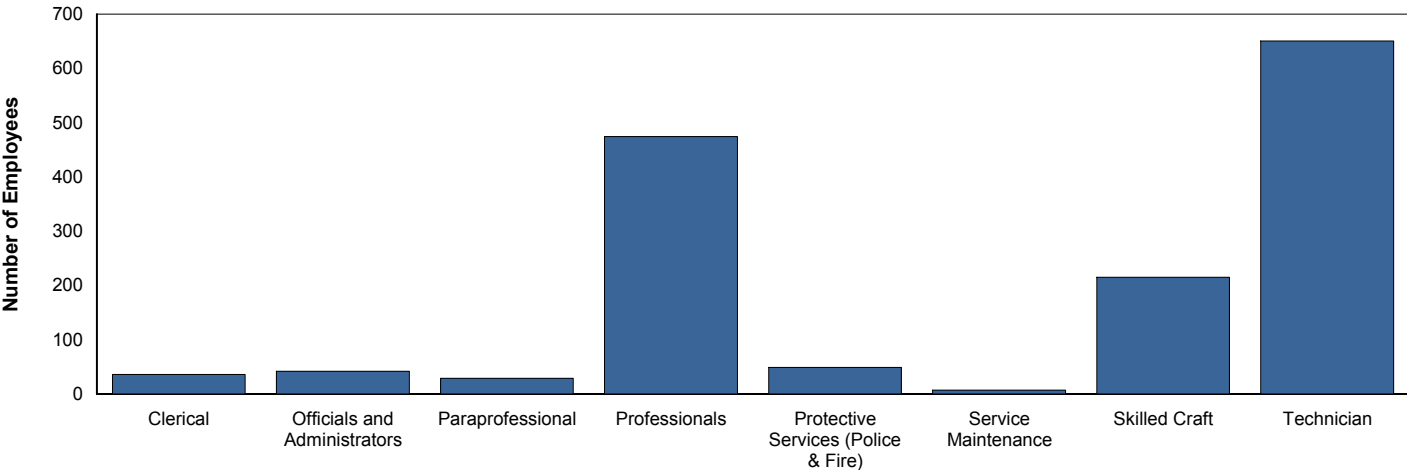
Avg Age= 45.56

For 810



EEO Job Categories

For 810

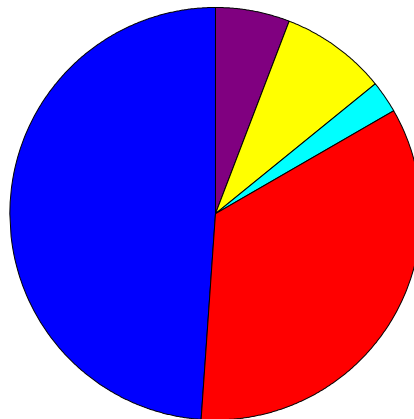


Internal Turnover

■	0	0.0%
Total:		0 100.0%

Internal Turnover reflects those employees who were promoted, transferred, or reassigned to a different agency, but were still employed by the state.

External Turnover

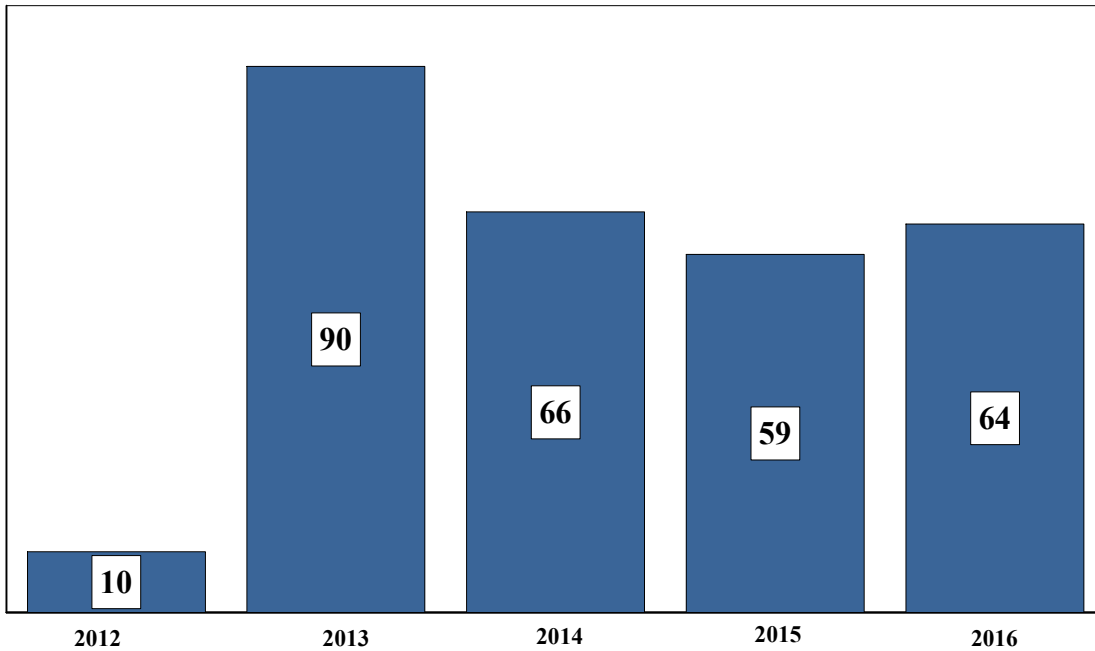


■ Disciplinary Action	7	5.8%
■ Other	10	8.3%
■ Reduction in Force	3	2.5%
■ Resignation	42	34.7%
■ Retirement	59	48.8%
Total:		121 100.0%

External Turnover reflects employees who discontinued employment with the state.

Future Retirement Eligibility

Dept of Transportation



- Currently there are a total of 237 employees eligible to retire, which is 15.78% of the total core employees.

- The above chart estimates the number of employees who will become eligible for retirement each year for the next five years.